Benefits Under The Social Security Code, 2020 To The Workers Of Medium-Scale Enterprises

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ARTICLE INFO	ABSTRACT
	The implementation of the Social Security Code of 2020 represents a substantial advancement in the direction of furnishing all workers, including those engaged in Medium Scale Enterprises (MSEs), with comprehensive welfare provisions. This article examines the advantages bestowed by the Social Security Code, 2020, with a particular focus on its application to the personnel of Medium Scale Enterprises. By conducting a thorough analysis of the provisions outlined in the code, this study aims to elucidate the tangible advantages conferred upon personnel employed in this particular sector of the economy. By conducting an analysis of statutory programmes including maternity benefits, health insurance, provident funds, and pensions, this paper underscores the profound capacity of the Social Security Code to enhance the socioeconomic stability of employees in Medium Scale Enterprises. Moreover, an assessment is conducted to determine how these advantages affect the competitiveness, productivity, and general well-being of Medium Scale Enterprises in the current economic environment. It highlights the significance of inclusive policy measures for sustainable and equitable development by elucidating the intricate nuances of the Social Security Code, 2020. It facilitates a deeper understanding of the dynamic regulatory structure that controls social security in India.

Keywords: Benefits, Medium Scale Enterprises (MSEs), Statutory schemes, Social Security Code 2020, Workers. |

1. Introduction

The proliferation of smartphones and the accessibility of affordable data have fundamentally transformed our lifestyles, activities, and professions. Digital platforms have experienced exponential growth over the past decade, providing job-seekers with access to millions of lucrative opportunities while simultaneously simplifying our lives. Present-day instances of the hyperlocal economy include the ability to have food, supplies, and medical items delivered directly to one's residence, as well as to request a bike-taxi, auto-rickshaw, or taxicab with the touch of a button(Raman, Ramachandran, and Saikumar 2021).

1.1 Issues Needing Resolution with Social Security Code 2020

There are substantial issues with the SS Code that require attention. At its inception, the SS Code consolidated eight preexisting social security statutes, with a predominant emphasis on formal organisations as opposed to irregular ones. Progress is not always signified by the consolidation of numerous Acts, particularly when seven out of eight of them were enacted in the 20th century. As the employment market in India undergoes a rapid transformation, job applicants face an increasing number of obstacles. Unemployment increased to approximately three times its level in 2019, which was already at a 45-year high, as a outcome of the pandemic. While it has since decreased to pre-Covid levels, earnings have seen a significant decline compared to those in

work (Mehrotra and Giri 2021). The Covid-19 pandemic has shown the significant difficulties faced by informal workers, and the occurrence of another pandemic or a disaster caused by climate change may further exacerbate the situation, leading to a rise in poverty among workers(Mehrotra and Parida 2021). The SS Code presents numerous additional complications. Aside from construction workers and unorganised/gig/platform workers (one chapter each), the initial seven chapters of the book are devoted solely to personnel in the organised sector. Organised labourers are the subject of the subsequent six chapters once more. In essence, the SS Code designates precisely four pages out of a total of 104 to cater to the requirements of 91% of the workforce in India. Initially, it is apparent that the Code did not accord priority to informal labourers. Pages 109 and 110 comprise the two principal substantive sections that pertain to unorganised labourers in general. In addition, eight sections (100-108) address construction labourers specifically. Particular attention has been devoted to these provisions on account of the existence of a welfare fund and a statute that are specifically designed for this group. The incorporation of the stipulations of this legislation into the new legislation was imperative. However, the fundamental concerns go far beyond these essential realities.

The SS Code 2020 neglects to recognise that informal workers frequently rely on a variety of fluctuating income sources that are adapted to their specific needs and the demands of the labour market. Occupations of individuals with limited education are frequently changed, frequently within a year. They might be employed in agriculture, but transition to construction work during the off-season. In contrast, they might partake in the trade of fruits or vegetables by operating as street vendors. They are permitted to return to agricultural labour after a while. They possess the capacity to advance from informal to formal employment status, and conversely. There is an absence of any mention of such personnel in the Code. In order to create a SI system for these workers, it is essential to acknowledge this fact [1].

Furthermore, it is important that a Social Security system be not contingent upon the scale of a business, as determined by the quantity of employees. Nevertheless, the Code is dependent on a set of benchmarks determined by the number of employees working in a certain firm, such as 10 employees for the Employee State Insurance Corporation (ESIC) and 20 employees for the Employee Provident Fund Organisation (EPFO)(Mehrotra 2022). The Code has maintained the threshold system that is presently found in India's employment regulations. This methodology has failed to demonstrate any benefit for employees, regardless of whether they are employed by an authorised or unauthorised organisation or not, or whether the employing entity is registered under any legislation. This phenomenon arises due to the deliberate underrepresentation of personnel by organised sector firms, which allows them to evade registration requirements with the Employees' Provident Fund Organisation (EPFO) without incurring any penalties.

The successful execution of such an all-encompassing social insurance programme would need the enrollment of all individuals employed in the unorganised sector. The enrolled workers will have their Aadhar identification cards, also known as biometric cards, linked with the registration number. The Act additionally mandates the formation of a National Social Security Board, presided over by the Labour Minister and comprising representatives from the unorganised sector's workforce and enterprises. In a similar vein, the Act mandates the establishment of a State Social Security Board by every state government. These Boards should be entrusted with the registration of unorganised labourers through the utilisation of the biometric identification system, Aadhar. To put it plainly, a framework for the implementation of a social insurance system already exists. The SS Code has duly recognised these Boards. However, the Code neglects to recognise the substantial proportion of unregistered enterprises in India, and it makes no provision regarding the inclusion of these entities, if at all, in the social security system.

1.2 Social security organization

A Central Board for EPFO and a separate entity for the ESI Corporation (ESIC) are both instituted by the SS Code. In addition, as stated earlier, it mandates the establishment of an unorganised Workers' Social Security Board by each State Government and establishes a National Social Security Board specifically for this group of labourers. In addition, a specific provision exists to establish a National Social Security Board that is dedicated to the needs and requirements of Gig Workers and Platform Workers. Social security is not supervised by multiple governmental bodies in any country, especially in large, densely populated federal states. The coexistence of numerous organisations indicates that the fundamental objective of the Code is consistent with the current disjointed social security system. In addition, it is anticipated that the State Building Workers Welfare Boards, which were previously established to address the needs of state-level labourers in diverse industries and trades, will continue to operate despite their omission from the SS Code 2020.

A unified, all-encompassing social security system that encompasses the 466 million labour force is an absolute necessity for India. In a federal country such as India, a hierarchical structure is an absolute necessity for such an organisation. This structure should transcend the entire nation and extend to the village Gramme Panchayat and urban local body ward levels. This suggests that the expanded EPFO/National Pension Scheme, presently functioning at the federal level, ought to be assigned the responsibility of coordinating and implementing the programme. During the 2018 SS Code negotiations, specific national trade unions advocated for distinct funds to be allocated to the "organised" and "unorganised" sectors of workers. However, the social security

administration in India intends to regard these sectors as a unified entity. Nevertheless, distinct administrative entities shall exist at each of the following levels: central, state, district, and subdistrict.

2. Review of Literature

(Ramadas 2024) examined the effects of Coronavirus pandemics on the economies of small and medium-sized enterprises (SMEs). The text outlines the factors that influence the expansion and sustainability of small and medium-sized businesses (SMEs). In this investigation, optimism, problem-solving, and perseverance are indicators of resilience. The present study utilises a quantitative methodology to assess a purposive sample comprising 120 small and medium-sized enterprises located in India. The primary data sources utilised in this study comprise the responses provided by participants via questionnaires. Following this, hypotheses are formulated and assessed through the application of structural equation modelling (SEM). As demonstrated by the research outcomes, each of the variables significantly contributes to the mitigation of the COVID-19 pandemic's adverse effects on small and medium-sized businesses (SMEs). It is expected that the model presented will aid scholars, business analysts, researchers, and industry professionals in undertaking further investigations tailored to the context of small and medium-sized enterprises (SMEs).

(Andriani Hapsari and Mawarnie Puspitasari 2024) discussed the substantial impact that financial technology (fintech) exerts on financial inclusion (more precisely, financial knowledge, financial behaviour, and financial attitudes) among micro, small, and medium enterprises (MSMEs) in the West Java region. Fintech encompasses market provisioning, risk and investment management, and cashless society. The conducted research can be classified as a quantitative investigation. The MSME sector in West Java, with a particular emphasis on the utilisation of archive data. Descriptive assessment and classical assumption tests are utilised. The outcomes indicate that there is no significant relationship between financial technology variables—namely, investment and risk provisioning, market provisioning, and economic inclusion—and financial knowledge, conduct, and attitudes. Nevertheless, financial inclusion is influenced by fintech variables, specifically the notion of a cashless society; these variables include financial knowledge, financial conduct, and financial attitudes.

(Berniak-Woźny et al. 2023) established the employees' perception of the justification for small and medium-sized enterprises' (SMEs) involvement in corporate social responsibility (CSR). The study investigates the subsequent inquiries: (1) What are the socially responsible initiatives undertaken by small and medium-sized businesses (SMEs)? (2) To what degree do employees of small and medium-sized enterprises (SMEs) participate in endeavours related to corporate social responsibility (CSR)? (3) How do employees perceive the business rationale behind CSR initiatives? The authors of the completed study aimed to ascertain the precise impact that socially responsible actions have on the success of corporations. In order to accomplish this aim, a structural model was constructed utilising the maximum likelihood methodology. According to the findings of the study, small and medium-sized businesses engage in CSR initiatives, albeit with restricted involvement that primarily focuses on social campaigns, health-related initiatives, and environmental concerns. This suggests that while the choice of activities that foster the formation of responsible attitudes is universal, it might not be notably engaging for employees. Employees actively participate in CSR activities, which may have both positive and negative implications for corporate performance. As per employee feedback, the principal benefits of participating in corporate social responsibility (CSR) encompass the development of customer relationships, the promotion of trust, and the enhancement of the organization's reputation. Surprisingly, elements such as increased profitability and sustainable development had a considerably diminished effect. The results of the study quantify the extent and significance of small and medium-sized enterprises' (SMEs) engagement in corporate social responsibility initiatives. Additionally, they shed light on the principal theoretical benefits that SMEs derive from their participation. The investigation enable organisations to identify CSR initiatives and domains more effectively, thereby facilitating the achievement of their corporate objectives.

(Pavolini, Fullin, and Scalise 2023) examined the function of labour market regulations and social policies in mitigating the socioeconomic effects of the pandemic. The primary emphasis is on private consumption services within the labour markets of Europe, encompassing sectors such as catering, tourism, commerce, and support services. The research utilises an assortment of methodologies and sources in its construction. Initially, a set of indicators was compiled by utilising the EU-LFS microdata for the year 2019 and the Eurostat "Structure of earnings survey" from 2018. We subsequently performed a cluster analysis on the considered dimensions and indicators, utilising the k-means algorithm in particular. Furthermore, we examined quarterly-aggregated EU-LFS data for 2019 and 2020 in addition to OECD 2020 data. Furthermore, we analysed policy revisions pertaining to Covid-19 spanning from March 2020 to December 2021, in addition to scrutinising documents and materials collected from various policy repositories. This research investigates the importance and characteristics of private consumption services in multiple countries, with a particular emphasis on the considerable percentage of "outsiders" who are employed in this industry. Furthermore, it illustrates the strategies implemented across various European nations in an effort to combat the epidemic.

(Radicic and Petković 2023) investigated the impact of digitalization on small and medium-sized enterprises' (SMEs) technological advancements (both in products and processes) in Germany. The analysis places particular emphasis on three distinct forms of digitalization: logistics and manufacturing digitalization, digital value chains, and big data analytics. The empirical investigation utilises the Mannheim Innovation Panel (MIP) dataset, comprising data on manufacturing and service-oriented small and medium-sized enterprises (SMEs) in Germany. In order to assess the purported advantages of digitalization on innovation within small and medium-sized enterprises (SMEs) of different scales, a binary probit model is autonomously applied to micro, small, and medium-sized businesses. The variability of the impact of digitalization on innovative activities among small and medium-sized enterprises (SMEs) is substantiated by empirical evidence. Furthermore, the extent to which innovation can affect outcomes is restricted and dependent on the particular digitalization technique and innovation type. Additionally, the impact of internal research and development (R&D) initiatives is assessed. The findings suggest that participation in internal research and development (R&D) initiatives diminishes the favourable effects of digital transformation on innovation. Specifically, the impact of digitalization on product and process innovations does not affect SMEs that conduct internal R&D; however, non-R&D SMEs benefit from this effect.

(Zaazou and Salman Abdou 2022) studied that the COVID-19 pandemic has exerted a substantial impact on economic actors, impeding their progress and hindering the growth of innovative enterprises. The researchers were thus motivated to investigate the effects of the epidemic on small and medium-sized enterprises (SMEs) in Egypt, as well as the strategies employed by these startups to navigate this dire situation in its entirety. A combination of qualitative and quantitative methods was utilised in the study. A quantitative analysis followed the completion of semi-structured interviews with a number of participants as the initial step in the research procedure. In order to conclude the investigation, conclusions and recommendations were formulated. It is the consensus of all panelists that entrepreneurs ought to consistently exhibit adaptability and proactively seek out investments in innovative ventures. However, participants hold divergent opinions regarding the measures that the Egyptian government put into effect following the outbreak of the epidemic.

(Noya et al. 2022) studied amidst the efficacy of small and medium-sized enterprises (SMEs) has been the subject of numerous studies in the wake of the COVID-19 pandemic. The relationship between non-financial programmes, the performance of SMEs, and resilience, however, has received insufficient attention in the literature. By conducting an analysis of the effects of local government on the performance and resilience of small and medium-sized enterprises (SMEs), this research endeavour fills a gap in the literature by investigating the utilisation of two primary approaches: facilitating online training opportunities for SMEs and procuring goods from SMEs via public servants. Additionally, the impact of local government on strengthening the correlation between resilience and SME success is investigated. Data was collected from small and medium-sized enterprises (SMEs) in Malang Regency via an online questionnaire. A grand total of 410 questionnaires were obtained, all of which met the criteria for statistical analysis utilising WarpPLS. Strong and positive correlations were found between resilience and the profitability of small and medium-sized businesses (SMEs). Local government initiatives have demonstrated their capacity to indirectly and directly improve the performance of small and medium-sized enterprises (SMEs) through the promotion of resilience. Limited empirical evidence exists to substantiate the claim that initiatives implemented by local governments enhance the correlation between small and medium-sized enterprises' (SMEs) performance and resilience. This implies that in developing countries such as Indonesia, the government ought to prioritise the provision of assistance and resources over exerting control and direction.

(Dvorsky et al. 2021) examined the impact on entrepreneurs' perspectives of the future prospects of small and medium-sized enterprises (SMEs) of the attitudes they hold towards particular business risks. The investigation involved the completion of an online survey by 454 small and medium-sized enterprises (SMEs) based in the Czech Republic (CR). To determine the causal relationships between the variables under investigation, the researchers employed structural equation modelling and factor analysis. Small and medium-sized enterprises (SMEs) are positively influenced in the future by the perspectives entrepreneurs hold regarding business failure. The most significant determinants of future business outcomes are favourable indicators of financial success and the regular recognition of financial risk as an inherent component of the organization's activities. The company's reliance on a limited number of suppliers and a reduction in customer complaints regarding product quality are outcomes that illustrate operational risk in action. The adequacy of the company's sales volume presents a potential market risk. It occupies the third position in relation to its substantial favourable impact on forthcoming enterprises within the SME sector. Intent on assisting and expanding small and medium-sized enterprises (SMEs), policymakers and developers of national and regional development strategies can utilise the investigation's findings as a solid foundation.

(Stjepić, Pejić Bach, and Bosilj Vukšić 2021) stated that the integration of an increasing number of technological advancements is assuming greater significance in determining the financial viability of small and medium-sized enterprises (SMEs). Business intelligence systems (BISs) are extraordinarily influential tools that significantly impact the performance of organisations amidst the volatile nature of contemporary business operations. A number of internal and external factors, however, may have an effect on the implementation of BIS. In accordance with the Technology, Organisation, and Environment (TOE) framework, this article investigates the hazards associated with the implementation of Business Information Systems (BIS) in small and medium-sized enterprises (SMEs). In order to accomplish this goal, a logistic regression model is

developed using data collected from a representative sample of 100 small and medium-sized enterprises (SMEs) in Croatia through a questionnaire survey. The outcomes indicate that the TOE theoretical framework can be effectively utilised to examine the implementation of BIS within the context of small and medium-sized enterprises (SMEs). The sampled small and medium-sized enterprises (SMEs) should take into account the internal and external hazards associated with their respective organisations and the environment, respectively, in light of the acquired findings. In the technology dimension, our investigation did not uncover any indications of significant technical risks associated with the attributes of the technological innovation under evaluation. (Muangmee et al. 2021) analyzed as environmental issues become a greater factor in determining the success of businesses on a long-term basis, governments and executives are recognising the criticality of green innovation. The automotive components industry contributes significantly to the advancement of sustainable development and the mitigation of environmental degradation. Nevertheless, an area of study that explicitly investigates the correlation between green innovation and green entrepreneurial approach, as well as the subsequent effects of this correlation on the operations of small and medium enterprises (SMEs), is currently scarce. The aim of this study is to investigate the influence of a green entrepreneurial approach on environmentally friendly innovations and the subsequent effects on the long-term viability of businesses operating in the automotive components industry in Thailand. The sample consists of 226 Small and Medium-Sized Enterprises (SMEs) that are engaged in the production of automotive parts within the country of Thailand. The methodology employed for the data analysis was partial least squares-SEM. green technologies exert the most substantial influence on environmental and economic performance. Through the incorporation of green innovation as a strategic capability that impacts the performance of small and medium-sized enterprises (SMEs), this study contributes to the resource-based perspective theory. Furthermore, by adopting a green entrepreneurial strategy and implementing green innovation, SME managers may gain a better understanding of the critical factors that influence the sustained viability and prosperity of organisations.

Table 1: Comparison table of Studies

Authors & Year	Focus	Key Findings	Results
(Ramadas 2024)	Economic repercussions of Coronavirus epidemics on small and medium-sized companies (SMEs).	Resilience factors: optimism, problem-solving, perseverance. Impact mitigation factors: structural equation modelling (SEM) approach used to evaluate. All factors have substantial effect in mitigating COVID-19 impact on SMEs.	Provided model anticipated to assist researchers, business modellers, analysts, and industry experts in conducting more studies within SME setting.
(Andriani Hapsari and Mawarnie Puspitasari 2024)	Influence of fintech on financial inclusion among micro, small, and medium enterprises (MSMEs) in West Java.	Fintech variables, especially cashless society concept, impact financial inclusion. Risk and investment management, market provisioning does not influence economic inclusion. Descriptive assessment, classical assumption tests used.	Financial technology has significant impact on financial inclusion, particularly cashless society concept.
(Berniak-Woźny et al. 2023)	Rationale for SME participation in corporate social responsibility (CSR) from workers' perspective.	SMEs engage in limited CSR, mostly environmental, health-related initiatives, and social campaigns. Workers see CSR benefits in fostering trust, customer connections, enhancing company image. Structural model with maximum likelihood technique used.	Workers play active role in CSR activities, which may have both beneficial and detrimental effects on corporate performance. SMEs benefit from CSR in terms of trust, customer connections, and company image.
(Pavolini, Fullin, and Scalise 2023)	Role of social policies and labour market regulations in mitigating socio-economic impact of pandemic on private consumption services.	Cluster analysis on EU-LFS microdata, examination of Covid-related policy revisions.	Significant presence of "outsiders" in labour market in private consumption services sector. Measures used in different European countries to address pandemic impact.
(Radicic and Petković 2023)	Influence of digitalization on technical advancements in SMEs in Germany.	Impact of digitalization on innovation varies across SMEs. Internal R&D engagement weakens digitalization's positive impact on innovation. Binary probit model evaluated for micro, small, and medium-sized organisations.	Digitalization's impact on innovation varies across SMEs. Internal R&D engagement has different effects on digitalization's influence on innovation.
(Zaazou and Salman Abdou 2022)	Impact of COVID-19 epidemic on SMEs in Egypt and coping strategies.	Entrepreneurs should demonstrate flexibility and invest in innovation. Divergence in viewpoints on Egyptian Government's measures. Combination of qualitative and quantitative methodologies used.	Flexibility and innovation investments are crucial for SMEs in coping with COVID-19 impact. Views on government measures are diverse.
(Noya et al. 2022)	Impact of local government programs on resilience and performance of SMEs in Indonesia.	Strong positive correlation between resilience and SME success. Local government programs enhance SME performance directly and indirectly by promoting resilience. Online questionnaire, WarpPLS used.	Local government programs positively influence SME performance by promoting resilience. Limited evidence of government programs improving connection between resilience and SME performance.

(Dvorsky et al. 2021)	Influence of entrepreneurs' attitudes towards business risks on SMEs' future prospects.	Positive attitudes towards financial risk, failure, and operational risks impact SMEs' future success. Structural equation modelling, factor analysis used.	Attitudes towards business risks significantly impact SMEs' future success.
(Stjepić, Pejić Bach, and Bosilj Vukšić 2021)	Risks affecting adoption of Business Information Systems (BIS) in SMEs using the TOE paradigm.	Internal risks (organizational aspect) and external risks (environmental aspect) affect BIS adoption in SMEs. Logistic regression model constructed based on questionnaire survey.	TOE paradigm suitable for analyzing BIS adoption in SMEs. Internal and external risks identified as key factors affecting BIS adoption.
(Muangmee et al. 2021)	Impact of green entrepreneurial approach on green innovations and sustainable business performance in automotive parts sector.	Green technologies have significant impact on economic and environmental performances. Partial least squares technique (PLS-SEM) used.	Green entrepreneurial approach influences green innovation and business performance in automotive parts sector.

3. Problem statement
4.

The introduction of the Social Security Code, 2020 provides a prospect to expand a range of advantages available to personnel engaged in Medium Scale Enterprises (MSEs)(Razavi 2022). Notwithstanding the stipulations delineated in the code, a substantial disparity persists in the accessibility and utilisation of these advantages by personnel in MSEs. The issue at hand pertains to the obstacles and difficulties that impede MSE employees from accessing the advantages provided by the Social Security Code, 2020. This underscores the necessity for focused interventions and policy adjustments that guarantee fair and impartial availability of social security provisions in this industry.

In particular, the problem statement aims to explore the following key issues:
❖ **Lack of Awareness:** The lack of information dissemination and awareness campaigns regarding the Social Security Code, 2020, may result in a significant number of employees in MSEs being uninformed about their entitlements and rights(Peter, Sanghvi, and Narendran 2020). Their insufficient knowledge of the accessible benefits impedes their capacity to access and effectively utilise them.

❖ **Administrative Bottlenecks:** Employers and MSE employees may find the administrative procedures and processes associated with obtaining social security benefits to be intricate and onerous(Razavi 2022). The intricacy of this situation causes setbacks and ineffectiveness in the execution of the code, ultimately impeding the punctual provision of advantages.

❖ **Financial Constraints:** Particularly those that operate on a small scale, MSEs may be unable to contribute to social security initiatives for their employees due to financial constraints. Consequently, employees of these businesses may not be provided with the coverage or benefits required by the code.

❖ **Informal Nature of Employment:** Utilising contractual or impermanent labour, a considerable number of MSEs operate in the informal sector. Compliance with the stipulations of the Social Security Code, 2020, is difficult to enforce due to the informal nature of employment; consequently, a substantial segment of the labour force is denied access to social security benefits.

❖ **Limited Coverage:** Social protection voids may result from the Social Security Code, 2020, failing to provide comprehensive coverage for all risks and contingencies encountered by MSE workers. Employees may be dissuaded from actively searching out and utilising the available benefits due to this restricted coverage.
Raising awareness among MSE employees, streamlining administrative procedures, incentivizing financial participation in social security schemes, formalising informal employment arrangements, and expanding social security coverage are all components of a multifaceted strategy required to address these challenges. By recognising and mitigating these obstacles, policymakers can guarantee that employees of medium-sized businesses have fair and equal opportunities to receive social security benefits, as required by the Social Security Code of 2020. This will enhance the welfare of these workers and ensure the security of their livelihoods.

5. RESEARCH METHODOLOGY

The research methodology utilised to examine the benefits provided to employees of Medium Scale Enterprises (MSEs) in accordance with the Social Security Code, 2020 is a comprehensive approach that incorporates various elements in order to achieve a thorough comprehension and analysis. A comprehensive examination of extant scholarly works and legal records concerning the Social Security Code and its ramifications for MSE employees is being undertaken initially. This imparts a fundamental comprehension of the legislative structure and the advantages it is designed to achieve. The acquisition of primary data is conducted via the distribution of adoption questionnaires. The purpose of these questionnaires is to determine the extent to which MSEs have adopted the policies of the Social Security Code. The Investigation assesses employers' and employees'

perceptions of the benefits and challenges associated with implementation. Additionally, it identifies the factors influencing the rate of adoption.

4.1 Data Analysis

The SPSS software is utilised to input the data pertaining to the benefits granted to employees of medium-sized enterprises under the Social Security Code of 2020. In order to furnish a comprehensive depiction of the benefits received by the workers, descriptive statistics such as the mean, median, and standard deviation are being computed. Furthermore, inferential statistics, including t-tests, are being utilised to ascertain whether substantial variations in benefits exist among distinct worker or enterprise categories. In addition, regression analysis is being utilised to investigate the correlation between employee benefits and a variety of variables, including the size of the organisation, benefit category, and employee tenure. The outcomes obtained from these analyses are illuminating the efficacy of the Social Security Code in assisting employees of medium-sized businesses and pinpointing potential avenues for enhancing the execution of social security benefits.

5. RESULTS & EXPERIMENTATION

Table 2: Descriptive Statistics of Demographic Variables

	Mean	Std. Deviation
Gender	1.37	.486
Age	3.23	1.320
Education	2.53	1.065
Employment Tenure	3.00	1.426

The descriptive statistics for four variables—Gender, Age, Education, and Employment Tenure—are displayed in the table. The data point "Gender" has a mean value of 1.37, indicating that a proportionate amount of the sample is likely of a single gender. The standard deviation of 0.486 further illustrates the dispersion or variability surrounding this mean. The mean of age is 3.23, which indicates that the sample as a whole has an average age of approximately 3.23 units (e.g., years). The standard deviation of 1.320 further illustrates the extent of variability in ages. The variable "education" has a mean of 2.53, which indicates an average level of 2.53 units (e.g., years of schooling). The standard deviation of 1.065 further illustrates the dispersion of educational achievement. The data on employment tenure indicates that the average duration of employment is 3.00 units (e.g., years), as indicated by the mean of 3.00. The standard deviation of 1.426 further demonstrates the variability in tenure throughout the sample. The statistics presented offer a concise overview of the dispersion and central tendency of every variable within the dataset.

Table 3: Distribution of Age Groups

Age				
	Frequency	Percent	Valid Percent	Cumulative Percent
18-24	6	10.0	10.0	10.0
25-34	14	23.3	23.3	33.3
35-44	14	23.3	23.3	56.7
45-54	12	20.0	20.0	76.7
55 Above	14	23.3	23.3	100.0

Probability distributions for various age categories are displayed in the table. 18-24, 25-34, 35-44, 45-54, and 55 and older are the age groups into which respondents are classified. The quantity of respondents belonging to each age group is denoted in the "Frequency" column. According to the total sample size, the "Percent" column indicates the proportion of participants belonging to each age category. Missing or invalid responses are omitted from the percentage calculations in the "Valid Percent" column. Monitoring the distribution of respondents across age groups is possible via the "Cumulative Percent" column, which displays the cumulative percentage of respondents up to that point in time. 10% of respondents are between the ages of 18 and 24, 33.3% are between the ages of 18 and 34, and so on; the sample as a whole is represented by 100%. The age distribution within the dataset is succinctly presented in this table.

Table 4: Group Statistics - T-Test Analysis

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
The benefits provided under the Social Security Code, 2020, adequately meet the needs of workers in Medium Scale Enterprises.	Male	38	2.95	1.038	.168
	Female	22	2.55	1.565	.334
I believe that the Social Security benefits provided enhance the overall well-being of workers in Medium Scale Enterprises.	Male	38	3.08	1.075	.174
	Female	22	3.14	1.424	.304
The accessibility of Social Security benefits is sufficient for workers in Medium Scale Enterprises to utilize effectively.	Male	38	2.95	1.038	.168
	Female	22	2.55	1.565	.334
The clarity of information regarding Social Security benefits for workers in Medium Scale Enterprises is satisfactory.	Male	38	3.13	1.070	.174
	Female	22	2.68	1.492	.318

The flexibility of Social Security benefits meets the diverse needs of workers in Medium Scale Enterprises.	Male	38	2.74	1.245	.202
	Female	22	2.91	1.306	.278
I believe that the implementation of the Social Security Code, 2020, positively impacts the loyalty and retention of workers in Medium Scale Enterprises.	Male	38	2.74	1.288	.209
	Female	22	3.00	1.113	.237

The table presents gender-categorized group statistics pertaining to the perceptions of respondents concerning different facets of the Social Security benefits extended to employees of medium-sized businesses. Every row in the table symbolises a distinct facet of the advantages, including but not limited to adequacy, enhancement of overall well-being, accessibility, clarity of information, flexibility, and the influence on loyalty and retention. The column labelled "Mean" displays the average score given by respondents on a scale of 1 to 5, with higher scores indicating greater agreement with the statement, and "N" represents the number of respondents in each gender category. "Std. Error Mean" indicates the standard error of the mean for each group, while "Std. Deviation" represents the variability of responses within each group. To illustrate, male participants exhibited a marginally higher mean rating (3.13) for the lucidity of information pertaining to Social Security benefits in comparison to their female counterparts (mean = 2.68). Comparable trends were noted in relation to various other facets. In addition, the data indicates that, across the majority of categories, female respondents awarded marginally higher ratings to the benefits than their male counterparts.

CONCLUSION

The enactment of the Social Security Code, 2020, represents a substantial advancement in the welfare of employees within Medium Scale Enterprises (MSEs). Through the implementation of diverse advantages stipulated in this legislation, MSE employees are positioned to benefit from enhanced social protection, improved healthcare accessibility, and increased financial security. The code delineates a comprehensive framework that guarantees entitlements for MSE employees to various schemes, including but not limited to health insurance, maternity benefits, and provident funds. This improves the environment and creates a more favourable setting for the growth and success of micro, small, and medium enterprises (MSEs). To guarantee that the intended beneficiaries of the Social Security Code receive the benefits in an efficient manner, however, effective enforcement and implementation of these provisions are vital to maximising the program's potential. As an effort to foster inclusive growth and improve the welfare of the medium-scale sector workforce, the incorporation of MSE employees into social security programmes is, on the whole, a praiseworthy development.

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