Subject Contemporary Issues in WFD.

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**Q1**

**Demographic trends in America**

Demographics are the study of a population based on factors such as age, race, and sex. Demographic data refers to socio-economic information expressed statistically, also including employment, education, income, marriage rates, birth and death rates and more factors. Governments, corporations, and nongovernment organizations use demographics to learn more about a population's characteristics for many purposes, including policy development and economic market research.

Demographics are the collection and analysis of broad characteristics about groups of people and populations.

Demographic data is very useful for businesses to understand how to market to consumers and plan strategically for future trends in consumer demand.

The combination of the internet, big data, and artificial intelligence is greatly amplifying the usefulness and application of demographics as a tool for marketing and business strategy.

**Demographic Trends Shaping the U.S in 2019**

**More racially and ethnically diverse than in the past, and the U.S. is projected to be even more diverse in the coming decades**

By 2055, the U.S. will not have a single racial or ethnic majority. Much of this change has been (and will be) driven by immigration. Nearly 59 million immigrants have arrived in the U.S. in the past 50 years, mostly from Latin America and Asia. In 2019, a near-record 14% of the country’s population is foreign born compared with just 5% in 1965. Over the next five decades, the majority of U.S. population growth is projected to be linked to new Asian and Hispanic immigration. American attitudes about immigration and diversity are supportive of these changes for the most part. More Americans say immigrants strengthen the country than say they burden it, and most say the U.S.’s increasing ethnic diversity makes it a better place to live.

**Asia has replaced Latin America (including Mexico) as the biggest source of new immigrants to the U.S.**

In a reversal of one of the largest mass migrations in modern history, net migration flows from Mexico to the U.S. turned negative between 2009 and 2014, as more Mexicans went home than arrived in the U.S. And after rising steadily since 1990, the unauthorized immigrant populations have leveled off in recent years, falling to 11.3 million in 2014 from a high of 12.2 million in 2007. Meanwhile, Asians are now the only major racial or ethnic group whose numbers are rising mainly because of immigration. And while African immigrants make up a small share of the U.S. immigrant population, their numbers are also growing steadily – roughly doubling every decade since 1970.

**Women’s role in the labor force and leadership positions has grown dramatically.**

The labor force participation rate for American women has risen steadily since the 1960s. In fact, mothers were the sole or primary breadwinner in a record 40% of all households with children in 2011. The gender pay gap has narrowed over this period of time, especially for young women just entering the labor force, but it still persists. As more women have entered the workforce, the share of women in top leadership jobs has risen, but they still make up a small share of the nation’s political and business leaders relative to men. Why the continued disparity? While Americans say women are every bit as capable of being good leaders as men, four-in-ten believe they are held to higher standards than men and that the U.S. is just not ready to put more women in top leadership positions.

**The share of Americans who live in middle class households is shrinking.**

The share of U.S. adults living in middle-income households fell to 50% in 2015, after more than four decades in which those households served as the nation’s economic majority. And the financial gaps between middle- and upper-income Americans have widened, with upper-income households holding 49% of U.S. aggregate household income (up from 29% in 1970) and seven times as much wealth as middle-income households (up from three times as much in 1983). Most Americans say the government doesn’t do enough to help the middle class, and neither political party is widely viewed as a champion for middle-class interests.

**The immigrant share of the U.S. population is approaching a record high but remains below that of many other countries.**

The 44 million foreign-born people living in the U.S. in 2017 accounted for 13.6% of the population, according to a Pew Research Center analysis of the American Community Survey. That is the highest share since 1910, when immigrants were 14.7% of the total population. The record share was in 1890, when immigrants were 14.8% of the total. According to United Nations data, 25 nations and territories have higher shares of immigrants than the U.S. They include some Persian Gulf nations with high shares of temporary labor migrants, as well as Australia (29%), New Zealand (23%) and Canada (21%).

**Q2:**

**Work force diversity definitions**

Workforce diversity as recognizing, understanding, and tolerating, esteeming and celebrating dissimilarities among individuals regarding an entire range of dissimilarities like age, class, ethnicity, sex, physical and intellectual capacity, race, monetary status, gender and religion. Barak (2016) additionally expressed that worker dissimilarities may be expanded to the values, organizational roles, professional and behavioral styles.

Workforce diversity means similarities and differences among employees in terms of age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation.

Diversity makes the work force heterogeneous. In current scenario, employing diversified workforce is a necessity for every organization but to manage such diversified workforce is also a big challenge for management.

Workforce diversity “is the bringing together of a variety of people to one workplace.” It’s a concept that does something that many other business-related concepts don’t – it diverges from the professional and fundamentally concerns the personal.

**Why Does Workforce Diversity Matter to Your Business?**

So why is workforce diversity important to your business? Increasing workforce diversity has a number of benefits including: creativity, innovation, positive reputation and more! Having different perspectives at your business can increase your creativity and allow people to positively collaborate with one another. This collaboration could bring additional innovation and the ability for your business to stay ahead in these changing times! And of course, celebrating diversity within a business can encourage a positive public reputation and create more devote brand fans. So why not consider workforce diversity.

**Several challenges that can arise with diverse workforces**

**1. Communication issues**

When you have a diverse workforce, communication between team members can become challenging. For many members of your team, English might not be their first language. Language barriers could mean that team members ineffectively communicate and have difficulties understanding one another. Failure to fully comprehend instructions could lead to a significant drop in productivity and team synergy.

**2. Too many opinions**

With their different backgrounds and experiences, diverse employees have different ways of approaching the same scenario and putting forth their ideas. Employees who do so are extremely valuable to your organization; they will keep driving innovative ideas and identify issues. However, an excessive number of opinions can lead to failure to reach a consensus. Particularly innovative solutions to problems may go unnoticed amongst the plethora of other ideas. Too many opinions can compromise the organization’s ability to stick to tight deadlines due to this reduction in productivity.

**3 Diversity implementation challenges**

Creating a diverse workforce looks good on paper, but it can be challenging to effectively implement it. Although there’s plenty of diversity guides out there, there’s no one-size-fits-all diversity plan that works. That is because diversity means different things to different people.

**Workforce diversity in Pakistan**

Work force diversity in terms of culture, globalization, multi-generation is fuelling the on-going change in work place across the world and Pakistan is not an exception. Diversified workforce has triggered differences based on age, culture, disabilities, race, religion and gender in the public and private sector organizations of Pakistan. Globalization leads to diversified workforce in practice which in-turn creates divergence among employees in terms of thinking patterns, norms, values and religions. Women in Pakistan are now actively contributing towards the success of business organizations with their presence in almost in all the sectors.

Worldwide there is not as much diversity in Pakistan according to other countries but according to me province to province , city to city there is too much diversity because there are too low employment chances.

For example In government sector everyone is trying to give the seat to their relatives or they try to take money in millions then they give the vacancy to that individual.

**Comparison of Work Force Diversity in Public and Private Sector**

The study found that employees love to work where mangers are just and unbiased while dealing their subordinates. The study also found that PSO and Shell are willing and taking steps to give harassment free environment on the basis of different workforce dimensions. Researchers also pointed out that female employee are facing more discrimination than their counterparts, in private organizations as compared to public sector.

**Gender and Work Force Diversity Management in Pakistan**

Male patterns of labor force participation are similar across countries, whereas those of females differ significantly.

**Work Force Diversity in Pakistan and International Reports**

Overall Pakistan is among the lowest-ranked diverse countries of the world including gender diversity and female economic activity in emerging economies where Pakistan score is 22%. These are mainly due to the religious and cultural norms of the country. As far as sector diversity is concerned, Pakistan falls in bottom five. In the nutshell, the least diverse workforces are in Poland, Pakistan, Hungary, Turkey and the Czech Republic. The position of Norway is on the top in the world-wide ranking of employee diversity.

**Q3:**

**BPS 16**

Servant to the Government of Pakistan refers to all those serving officials either civil or military, who perform their duties while serving their outfits in Federal/Provincial/District areas of the Government of Pakistan.

Recruitment in services is carried out irrespective of the gender, ethnic, racial, sectarian distinction. Moreover, vacancies to staff members in any field/department/organization/ministry is allotted after the formal decision of the legislators in respective parliament / government and each of the outfit has its authorized strength and allocated equipment specified for official task and job. Recruitment both at tier and occupation in service and group vary common with qualification. All services are organized in hierarchical order and officials serving there are categorized in various grades/ranks/brackets/groups for the sake of smooth, transparent and meticulous execution of task and are paid accordingly. Normally services for officials are classified into four categories. They include the following:-

**Grades and Nature of Job / Remarks**

1) BPS - 16 to 22 Gazetted Officers / Commissioned Officers in Army/Navy/PAF and Junior Commissioned Officers of Armed Forces (JCOs)

As per Armed Forces Law Manuals, JCOs (Jnr Commissioned Officers) are Commissioned Offr / Gazetted Officers.

Junior commissioned officer means, a person commissioned, gazetted or in pay as junior commissioned officer in the army.

2) BPS - 11 to 15 Non-Gazetted Officers / Junior Officers and Field Supervisors

3) BPS - 5 to 10 Lower grade officials/Field work supervisors, SNCOs/NCOs.

4) BPS - 1 to 4 Laborers / Field workers

**Levels of Basic Pay Scale of Government Servants in Pakistan**

Though there are also some other Pay Scale Systems in Pakistan except Basic Pay Scale Structure (BPS) but BPS is widely used pay scale system in Pakistan. Most of the Government Departments and Organizations follow BPS System. SPS and army scales are examples of other pay systems in Pakistan while private organizations/companies/industries are free to make their own pay structures while Government fixes a minimum salary of any private employee. BPS scales are regularly revised after every few years. These were revised in 2008 and, after three years, these were once again revised in 2011 and again, after four years, these were once again revised in 2015, keeping in view the inflation rate in Pakistan.

**Note**

Minimum Pay, Maximum Pay, Annual Increments and all other allowances etc. are in Pakistani rupees. Civil servants are also entitled to various other allowances (as per their department/organization rules and their service terms) along with their basic pay, as a part of their Gross Pay. These allowances may include Ad hoc Relief Allowance, Medical Allowance, Special Pay, Conveyance Allowance, House Rent allowance and several other miscellaneous allowances, which are applicable.

Federal Government and provincial governments have their separate pay systems closely similar to each other.