

Good and Better Jobs in India **Project Advisory Committee Meeting**

Agenda

In its project on Good and Better Jobs in India, CUTS International is building a much-needed narrative for considering ‘workers’ not just a cost component in doing business but as ‘human capital’ for the betterment of business. This is because a major structural problem that the Indian economy continues to face is not employment *per se* but that of underemployment, including low wages and neglect of non-income (qualitative) dimensions of employment.

Keeping this context in mind, it has conducted a study on ‘Workers’ Welfare and Company Strategies’ to understand whether employers in India view their workforce as an asset or a liability. The purpose was to identify and learn from good practices of employers and make recommendations for the betterment of workers’ welfare. 43 respondents from construction, gig economy, textiles, and hospitality sectors in India were interviewed using a detailed, qualitative questionnaire.

A few recommendations from this study are as follows:

- Streamlining government’s role in promoting workers’ welfare so as to ensure that employers follow recommended norms vis-à-vis workers’ welfare
- Adopting measures for boosting women’s participation in the workforce by tackling attitudes and making provisions for ‘positive discrimination’ as per women’s needs
- Building capacities of companies for greater uptake of the Business Responsibility and Sustainability Report (BRSR) framework, which aims to establish links between the financial results of a business with its ESG (Environment, Social, Governance) performance

As a sequel, CUTS International will do another study to understand whether and how investment bankers and venture capitalists are considering workers’ welfare as a key determinant of their investment decisions.

Therefore, this meeting will deliberate on:

- How to take forward the recommendations of the study on ‘Workers’ Welfare and Company Strategies’
- Methodology to do the study on ‘Linkages between Investment Decisions and Workers’ Welfare’