

India stands on the cusp of transformation as it strives to bridge the inequality gap in the increasing young demographic with low and medium skill sets. India's growth story needs to be inclusive, resilient and sustainable. To accomplish the same it is pertinent to analyse the existing channels of worker welfare and develop alternate models to fill the gap.

The success of the alternate and the existing model depends upon the flow of investment catering to skill development and worker welfare at large. It has now become the need of the hour that institutional changes are brought about by building societal alliances for strengthening the discourse on inclusive economic growth with good and better jobs.



Grow Jobs I (GJ-I) (2018-2021)

As a prequel to this project, the Grow Jobs-I model undertook a groundbreaking analysis for promoting a narrative on Good and Better Jobs in India. It highlighted that workers' welfare *should not be considered a cost burden but an investment for human capital formation.*

The inequality between the employed, the unemployed and the unemployable workforce is not just of wages but also of skills and opportunities, which has been largely reflected in the huge under-employment that our society is facing.

Grow Jobs-II (GJ-2) (2022-2025)

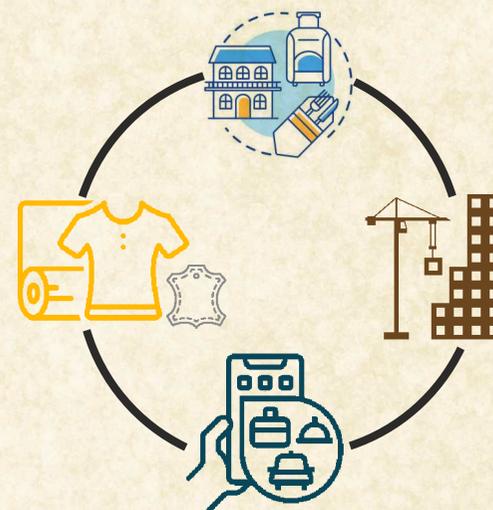
The project is building a narrative for an alternative, inclusive and sustainable model of economic growth where companies have two-pronged organisational goals, viz, striking a balance between profit maximisation and workers' welfare enhancement.

Thus, the project is exploring the relationship between investments and workers' welfare through the following two key postulates:

1. understand the thought process about considering workers as an investment for "human capital formation" and not just as a cost burden; and
2. explore if workers' welfare could be seen as an important component of Investment decisions.

Study Sectors

Based on high investment and job creation opportunities, the following four sectors were picked for the study: *Construction, Textiles, Hospitality and Gig.*



Expected Outcomes

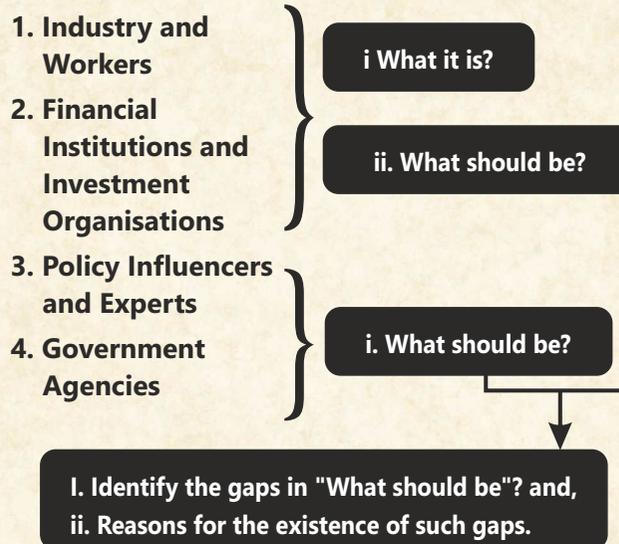
- New knowledge generation on the existing situation about the linkage between investment flows and worker's welfare and skills development
- Enabling a better-informed discourse on alternate models of investment flows and economic growth for better working conditions and skills development
- Scalable and sustainable state-business-society alliances for institutionalising the key messages of Good and Better Jobs as means to achieve inclusive economic growth, resulting in reduced inequality

Developments So Far

Taking forward the narrative identified in GJ-I, so far the second face has identified the gaps in all four sectors including the importance of investor's perspective for creating good and better jobs. The need of the hour is to prepare the workforce for the future of work,

through skilling, re-skilling and upskilling, along with several other regulatory practices. This will require a strong consideration of future jobs emerging through exponentially growing sectors and the changing nature of growth.

There is a need to bridge the gap between the demand for and supply of skills.



For more details:



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Creating Good and Better Jobs in India

“Workers should not be considered as a cost burden but an investment for human capital formation”

