

# #FutureofJobsinIndia



Quarterly Dossier Edition 23/Q1/2023

We welcome you to the 23<sup>rd</sup> edition of our Quarterly Dossier on the "FUTURE OF JOBS IN INDIA." It presents a careful selection of news, op-eds, and reports on key developments in the employment wellness of the Indian economy.

As we move into the first quarter of this year, we must reflect upon the new opportunities and challenges proposed by the economy in terms of growth and employment. Since post-COVID, the Indian economy has maintained its recovery phase, but not much has improved in its situation of unemployment, creation of quality jobs and female participation.

In this regard, there is a need to have inclusive growth by providing more and better employment opportunities to our workforce. In this context, Indian policymakers are revisiting the fundamentals of labour welfare, equitable pay, quality employment and skill development. This is necessary to stem the job crisis from spiralling into a social crisis.

Besides this, the pandemic crisis and new technological advancements have also resulted in the emergence of new sectoral opportunities such as the gig, digital and green economy, etc. Thus, a multifaceted approach is required for investing in these sectors to drive growth and better job creation.

This Dossier has looked into themes related to employment in India in the context of the Labour Market, Female Workforce Participation and Emerging Employment Opportunities in the Gig Economy in India.



# Labour Market in India

## 1. What are India's immediate growth prospects?

*C. Rangarajan, D.K. Srivastava, The Hindu, March 15, 2023*

Given the anticipated global economic slowdown, India's 2023-24 growth is likely to remain lower than the growth rate of its preceding year of seven per cent. The Reserve Bank of India (RBI) has projected a growth of 6.4 per cent for 2023-24.



The International Monetary Fund, on the other hand, has projected a lower growth of 6.1 per cent. NSO's data revisions indicate a lowering of the negative contribution of net exports in 2022-23 to (-) 1.91 per cent points as per the Second Advance Estimate (SAE) from (-)2.81 per cent points in the First Advance Estimates (FAE). If a fiscal stimulus is continued, injected largely through capital expenditures as envisaged in the 2023-24 Union budget, India may come closer to the RBI's growth estimate.

<https://bit.ly/3KCJSC8>

## 2. The good and bad about India's post-pandemic labour market

*Abhishek Jha, Roshan Kishore, Hindustan Times, March 01, 2023*

The economy with one-third young population with graduate degrees is facing unemployment.

The unemployment rate among the age group of 19 to 29 years stood at 29.11 per cent in India in 2021-22. Also, the Labour Force Participation Rate (LFPR) for this cohort is 53.7 1 per cent compared to 62.4 1 per cent among older people.

The unemployment rate for this age group has declined from 16.2 1 per cent in 2018-19 to 12.8 1 per cent in 2020-21 to 12.31 per cent in 2021-22.

<https://bit.ly/3KCPfRJ>



## 3. How India can strengthen its growing skill ecosystem?

*Atul Kumar Tiwari, Sidharth Sonawat, Hindustan Times, February 12, 2023*

The skill ecosystem has grown significantly in the last eight years with the support of government-sponsored short-term skilling programmes, the creation of skilling infrastructure, industry linkages in the form of skill councils, skill qualifications, a unified skill regulator and significant enhancement in apprentice engagement.



The government also established the Ministry of Skill Development in 2014 and launched the National Skill Development Mission in 2015.

<https://bit.ly/3nOxi9V>

## 4. Sustainable employment entrepreneurship key to India's growth

*Veenu Jaichand, Money Control, January 31, 2023*

Self-employment and micro-entrepreneurship can create direct and indirect opportunities with a multiplier effect. It will generate income and build assets, leading



to overall economic development. According to the 2020-21 Periodic Labour Force Survey (PLFS), 55.6 per cent of India's workers were self-employed. The data shows that there is a need to strengthen the entrepreneurial ecosystem in the country.

The government can look at a few measures to combat unemployment in the union budget, such as the National Scheme for Entrepreneurship focusing on micro-entrepreneurs, digital content and deployment, and specific training programmes for the new-age skills.

<https://bit.ly/4110hWZ>

## Female Workforce Participation

### 5. Agriculture sector employs highest female workers

*Livemint, March 27, 2023*

The agriculture sector has the highest estimated percentage distribution of female workers followed by manufacturing. Nearly 63 per cent of workers are female in the agriculture sector at the pan-India level, according to the Annual PLFS Report 2021-22.



The government has incorporated several protective provisions in the laws for equal opportunities and a favourable work environment for women workers. These include an increase in paid maternity leave to 26 from 12 weeks, creche facilities to be mandatory in the establishment of 50 or more employees. This will allow women to work night shifts with adequate facilities, etc.

<https://bit.ly/3MmbJbc>

### 6. Women Labour Force Participation Rate Shows an Increasing Trend

*BW Online Bureau, March 21, 2023*

From 2027-18, the Ministry of Statistics & Programme Implementation (MoSPI) is conducting the PLFS to collect data on Employment and Unemployment. The survey period is from July to June of next year.



As per the latest available Annual PLFS Reports, the estimated LFPR on usual status for women of age 15 years and above in the country was 30.0, 32.5 and 32.8 per cent during 2019-20, 2020-21 and 2021-22, respectively, which shows an increasing trend.

The government has taken various steps to improve women's participation in the labour force and the quality of their employment.

<https://bit.ly/43nDMNx>

### 7. Why do women get fewer jobs and earn lower wages than men in India?

*Ashutosh Sharma, Frontline, February 27, 2023*

The Oxfam India Discrimination Report 2022 highlighted the gender pay gap and has revealed that women face bias in recruitment as well as pay across the country.



Also, the lack of adequate investment in the unorganised sector, Micro, Small and Medium Enterprises (MSMEs), and the rural development sectors, combined with safety concerns and regressive social norms are keeping women unemployed or underemployed.

<https://bit.ly/3ZL3yYM>

### 8. Is WFH a solution to India's low female labour participation?

*Nikhil Rampal, The Print, February 11, 2023*



According to the National Statistical Office's Periodic Labour Force Survey, India's Female Labour Force Participation (FLFP) moved up marginally, from 17.5 per cent in 2017-18 to 25 per cent in 2020-21.

Work from home has frequently been offered as a solution to low female labour participation, but it is limited in its scope, especially given India's large workforce is engaged in the informal sector.

<https://bit.ly/3GJE9s3>



## Emerging Employment Opportunities in the Gig Economy in India

### 9. Enabling platforms for gig workers and their future

Debleens Majumdar, *The Economic Times*,  
March 29, 2023



As per the NITI Aayog Report 2022, gig workers in India have increased to 7.7 million in 2020-21 and will reach 23.5 million by 2029-30. However, gig workers face challenges such as a lack of access to formal credit, skill development opportunities, benefits, and protection.

The largest gig platforms are trying to address some of the growing concerns regarding long hours and difficult work conditions for gig workers. Zomato, Swiggy, and Urban Company have introduced initiatives such as shelter rest points, skilling programmes, and insurance plans.  
<https://bit.ly/3Gocblo>

### 10. Three sectors in projection for 2023's salary increase

BW Online Bureau, March 21, 2023

E-commerce, IT, and professional services tied to technology are the top three sectors with the



biggest forecasted salary increase as per the 'Future of Pay' 2023 report by EY. The report further highlights that the most promising emerging sectors for jobs in India in 2023 include renewable energy, e-commerce, digital services, healthcare, telecommunications, educational services, retail, logistics and financial technology.  
<https://bit.ly/3MpASBA>

### 11. India's gig economy is in limbo as online food deliveries slow down

IANS, *Investind.com*, March 18, 2023



With a spurt in online food and grocery delivery, especially in the pandemic years, India saw a meteoric rise in the gig economy, giving millions of people job opportunities. India is likely to see its gig workforce add 9-11 million jobs by 2025, which has been one of the most pivotal economic shifts in a long time. However, food delivery businesses tend to lose the game as delivery partners are reporting unfair work conditions, pay disparity, and harassment.

<https://bit.ly/43cxf8g>

### 12. Gehlot announces Rs 200-crore welfare fund for gig workers

Outlook India, February 10, 2023

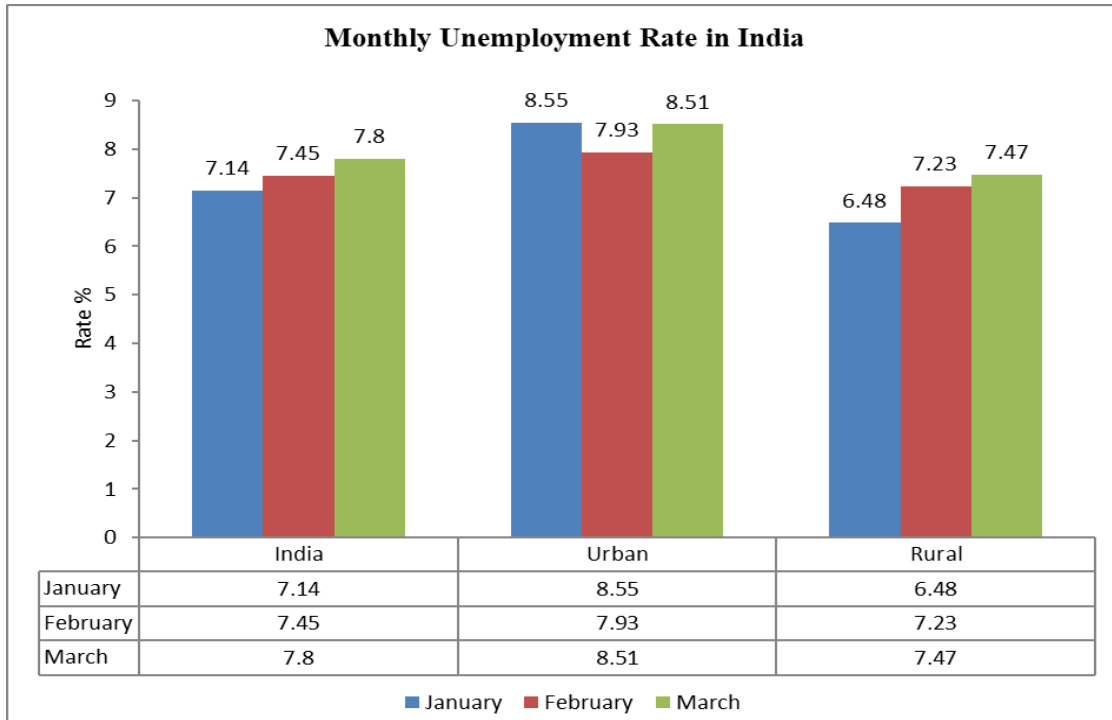


The scope of the gig economy is increasing, and the number of gig workers has increased to 3-4 lakh in the state. To provide social security, the Rajasthan government has announced the enactment of the Gig Workers Welfare Act, the establishment of a board and a welfare fund of Rs 200 crore in its State Budget for 2023-24.

<https://bit.ly/3mcq069>

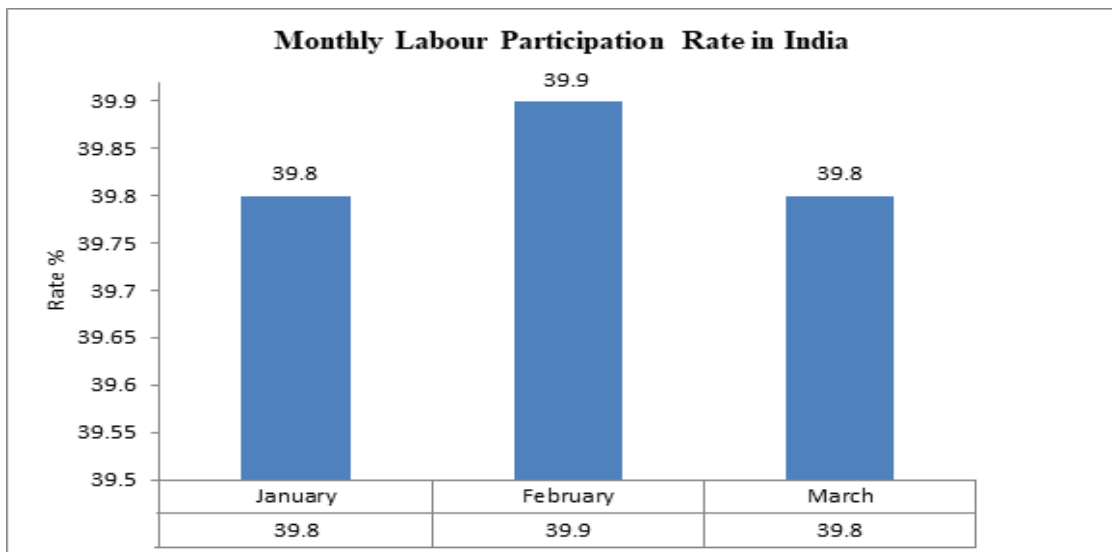
## Data Watch

- Unemployment Rate:** The unemployment rate is the number of unemployed persons as a percentage of the total number of persons in the labour force.



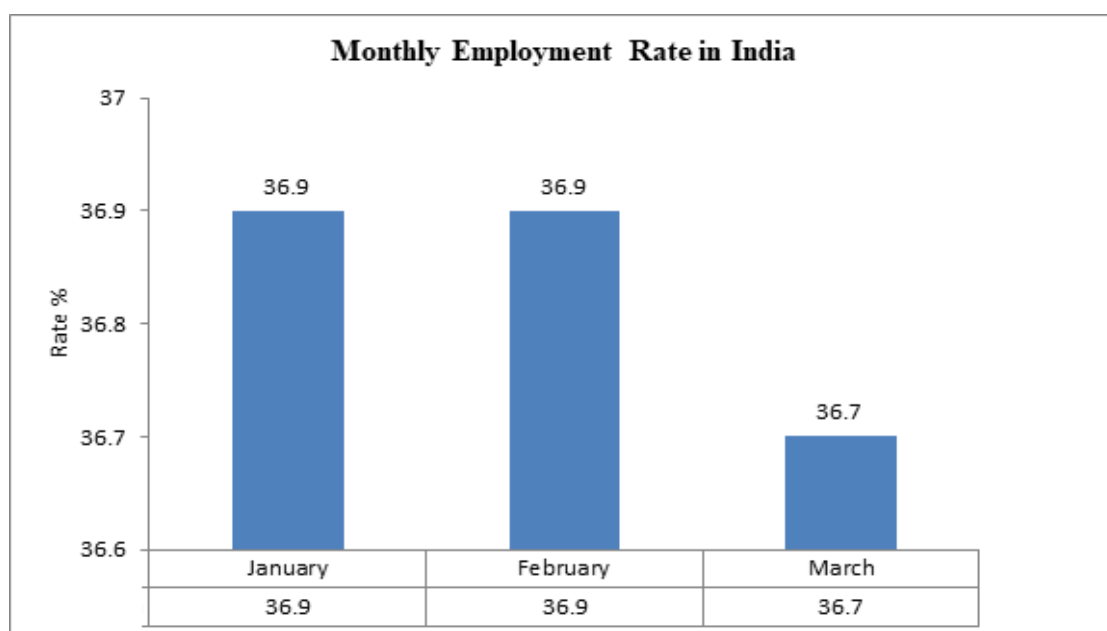
Source: [Unemployment Rate, CMIE](#)

- Labour Participation Rate:** The labour force participation rate is the number of persons in the labour force as a percentage of the working-age population. The labour force is the sum of the number of persons employed and the number of unemployed.



Source: [CMIE Monthly Labour Participation Rate](#)

3. **Employment Rate:** Employment rates are defined as a measure of the extent to which available labour resources (people available to work) are being used.



Source: [CMIE Monthly Employment Rate](#)

You can find links to previous editions of this Dossier below:

<https://tinyurl.com/38xx7xk4>