

We welcome you to the 24th 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 second quarter of this year, we must reflect upon the new opportunities and challenges proposed by the economy in terms of growth and employment. India's situation on growth and employment presents a complex landscape. While the country has witnessed significant economic growth in recent years, it continues to face challenges in its situation of employment, creation of quality jobs and workers' welfare.

In this regard, there is a need to have inclusive growth by providing better and quality employment opportunities. The 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 ongoing digital revolution and automation pose both challenges and opportunities. Embracing emerging technologies and upskilling the workforce is vital to ensure competitiveness in the global market. Thus, a multifaceted approach is required for investing in the emerging sunrise sectors and skilling and upskilling the workforce to drive growth and better job creation.

This Dossier has looked into themes related to employment in India in the context of the Labour Laws and Labour Codes, Workers' Welfare and Social Security, ESG and Emerging Sectoral Opportunities in the Gig economy in India.



Labour Laws and Codes

1. Empowering Women: Reversing Labour Discrimination

Manu Raj Bhalla, The Times of India, April 10, 2023



Women in India's workplaces often get the short end of the stick. Beset by cultural proscriptions on stepping out of the household, workplace sexism, wage differentials and safety issues, many prefer to drop out of the labour force altogether.

There is another, less-examined dimension to this gender imbalance: women bear the brunt of well-intentioned but paternalistic laws that 'protectively' discriminate against them. Presently, the Union Government has already displayed intent to reverse these laws. Also, the limits on 'protective discrimination' are well-recognised in Indian jurisprudence.

<https://tinyurl.com/2s4jd6b2>

2. Labour Law Reforms: Attracting Multinationals

Gulveen Aulakh, The Mint, April 21, 2023

Large global manufacturers have long nudged India's state governments to tweak archaic labour laws that drag down productivity. Now, ambitious plans by multinationals such as Apple Inc. to scale up their Indian operations may prompt several states to amend such laws.



States, including Tamil Nadu and Uttar Pradesh, are likely to amend labour policies by allowing flexibilities such as 12-hour shifts and night-time work shifts for women.

<https://tinyurl.com/3y4vsm5r>

3. Challenges with Labour Code Execution

Zia Haq, Hindustan Times, May 08, 2023



The implementation of the four labour codes, passed by the Parliament between 2019-2020 and which seek to bring sweeping changes to India's job market, has been stalled. They are unlikely to take effect before the general election slated for 2024.

The four codes consolidated a complex web of 29 central labour laws. These are the Code on Wages, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020. They have been both praised and criticised in equal measure.

<https://tinyurl.com/mrycsvep>

4. Labour Reforms for Security and Well-being

The Mint, June 22, 2023

There are significant strides made in labour policy reforms over the past nine years, that are emphasising the empowerment of workers through the provision of minimum wages, jobs, and social and health security.



The country's ongoing transformation and simplification of labour laws, has resulted in the consolidation of 29 labour laws into four simplified labour codes. This streamlining is aimed at ensuring the empowerment of workers and providing them with essential protections.

<https://tinyurl.com/4p2ckz5x>

Employment Potential in a Green Economy

5. Creating 35 Million Green Jobs by 2047

India CSR, May 22, 2023

India has the potential to create up to 35 million green jobs by 2047 across traditional and emerging sectors, including in renewable energy, waste management, electric vehicles, green construction and sustainable textiles.



Green growth is an opportunity for the country to create meaningful livelihoods through two interconnected strategies — leverage the global need for skilled human resources to help itself and other countries achieve net zero targets and ensure just and well-managed transitions for labour in traditional industries that are impacted as a result of these shifts.

<https://tinyurl.com/5n8fudpn>

6. Green Jobs to Grow in the Next Decade

Business Standard, June 01, 2023

Green jobs in India are all set to rise by 15 to 20 per cent. This demand is being driven by India's aim to achieve net zero



by 2070. Over the past three years, India has witnessed unprecedented growth in demand for green jobs as organisations are working toward becoming more environmental, social, and governance (ESG) compliant.

Companies are becoming proactive in acknowledging their ESG agenda, and the need to attract relevant top talent is also increasing. According to the data, the highest growth will be in the job of ESG analyst (30-35 per cent) which will require sustainability reporting, quantitative skills, and an understanding of assets as well as financial markets.

<https://tinyurl.com/485t8555>

7. Green Talent Shortage: India Inc.'s Challenges

Devina Sengupta, The Mint, June 26, 2023

In recent years, India Inc has taken up several green energy projects. However, with a dearth of experienced hands to step into the unique roles demanded by the sector, many companies are turning to global talent.



The supply of adequately trained manpower falls short of the demand, creating a bottleneck for Indian renewable energy companies. This talent crunch underscores the critical importance of investing in robust training programmes and learning/skilling initiatives to bridge the skills gap and ensure the continued growth and success of the renewable and green energy sectors.

<https://tinyurl.com/598xe3be>

8. Green Skills in Demand: Hiring Sectors Revealed

Vasudha Mukherjee, Business Standard, June 13, 2023

With India's goal to reach net zero carbon emissions by 2070, the need for green jobs and subsequently the demand for green skills have increased in the country.



Green skills are a set of knowledge, abilities, competencies, and values needed to actively develop and maintain a sustainable and environmentally-conscious economy and society.

Around 84 per cent of companies in India Inc want to hire people with green skills. Sectors that will drive demand for green jobs include renewable energy, information technology, electric vehicles, healthcare, banking, financial services, and insurance sectors.

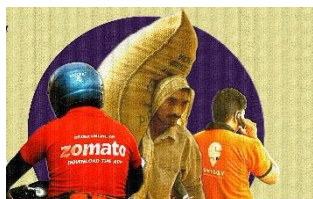
<https://tinyurl.com/7fzpruy>

Informal Sector and Social Security

9. Rajasthan Bill: Empowering Gig Workers

The Hindu, April 27, 2023

The Rajasthan government announced to deliver a Rajasthan Platform-based Gig Workers (Registration and Welfare) Bill, 2023.



While the draft Bill envisages a 'welfare board' that will design welfare policies and hear grievances of gig workers on a piece-rate basis, the specificities of the policies and how they might benefit the workers are still unclear.

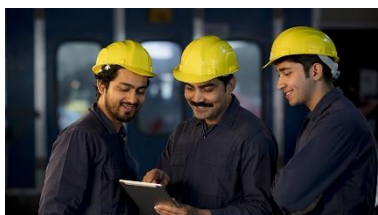
The board is expected to work towards a social welfare corpus which will be financed by a cess on the digital transactions made by consumers on the platforms that utilise the gig worker labour.

<https://tinyurl.com/3275ka88>

10. Growing Blue Collar Jobs in Security Services

BW People, April 26, 2023

According to the Billion Careers report, the requirement for security services blue-collar jobs



has tripled over the past year and has also shown a 219 per cent increase on a year-on-year (YoY) basis (March 2022 vs March 2023).

The report also indicates a positive trend in the overall job vacancies for the blue-collar workforce in India, with the total number of job openings rising from 53,38,456 in March 2022 to 57,11,154 in March 2023. This suggests that the job market is improving steadily over a longer period, with some short-term fluctuations due to global uncertainties.

<https://tinyurl.com/5tjsudks>

11. Social Security Benefits to Gig Workers

Sidhartha, The Economic Times, April 22, 2023

The government is nudging platforms, such as Ola, Uber, Zomato, Swiggy and Urban Company, to provide some social



security benefits to gig workers, including life insurance and personal accident and health covers.

The move to seek social security benefits for gig workers comes even as the government works on notifying the four labour codes. The Code on Social Security has proposed to provide life and disability cover, accident insurance, health and maternity benefits, old age protection and crèche for gig workers, in addition to the creation of Social Security Funds through contributions from certain aggregators.

<https://tinyurl.com/363sce66>

12. Ensuring Social Security for All

The Statesman, June 14, 2023



India is moving towards 'Amrit Kaal' with the commitment to provide social security and decent work to its workforce. Through its G20 Presidency, India aims to push for tools to map skill gaps among countries and move towards harmonisation and mutual recognition of skills and qualifications.

India also aims to work with the world to find out ways for sustainable financing mechanisms to provide universal and comprehensive social security coverage to all, including gig and platform workers.

<https://tinyurl.com/v9pcxhhc>

ESG in India

13. Challenging Western ESG Monopoly

Sanjeev Sanyal, Business Standard, April 17, 2023

India needs to resist efforts by some Western ratings companies to push ESG norms on emerging markets even as the government is committed to zeroing out greenhouse gas emissions by 2070.



The issue is not so much about the need for some norms, but about who will be monitoring these targets, as the existing credit rating ones already have serious biases and failures. Thus, allowing the emergence of a new bunch of exclusively Western agencies to monitor ESG targets is problematic.

<https://tinyurl.com/24m9uw3>

14. Revised Norms and ESG Investing

Sanket Dhanorkar, The Economic Times, April 10, 2023

The Securities and Exchange Board of India (Sebi) is intent on furthering ESG-based investing. To give a facelift to this much-hyped theme, the regulator has taken a series of steps towards a unified and transparent system for ESG reporting, rating and investing. Will these measures lend enough heft and credibility to justify the hype around ESG?



Sebi has introduced measures to make sure ESG funds walk the talk. The schemes will be required to invest at least 65 per cent of the corpus in listed entities where assurance on core metrics of the Business Responsibility and Sustainability Reporting is undertaken.

Additionally, it is now mandatory for the Annual Maintenance Contract to seek third-party assurance and certification for compliance with the objective of the ESG scheme.

<https://tinyurl.com/usywd7k>

15. ESG Reporting: Impact on Global Sustainability

Thara TK, Policy Circle, June 22, 2023

ESG reporting has become an essential tool for driving sustainability and corporate accountability.



While there are challenges to overcome, the increasing global focus on ESG factors signals a positive shift toward a more sustainable future.

By streamlining reporting frameworks, enhancing trust and transparency, and integrating ESG considerations into decision-making processes, businesses can play a crucial role in achieving global sustainability goals. However, true sustainability requires deeper transformations, including economic system reform, equitable geopolitical governance, and decoupling economic growth from environmental impact.

<https://tinyurl.com/yvjbyueh>

16. India's ESG-Related Roles to Grow

Jayapriyanka J., The Hindu Business Line, June 29, 2023

India has seen a 223 per cent surge in ESG-related jobs between April 2019-2023, showcasing a significant shift



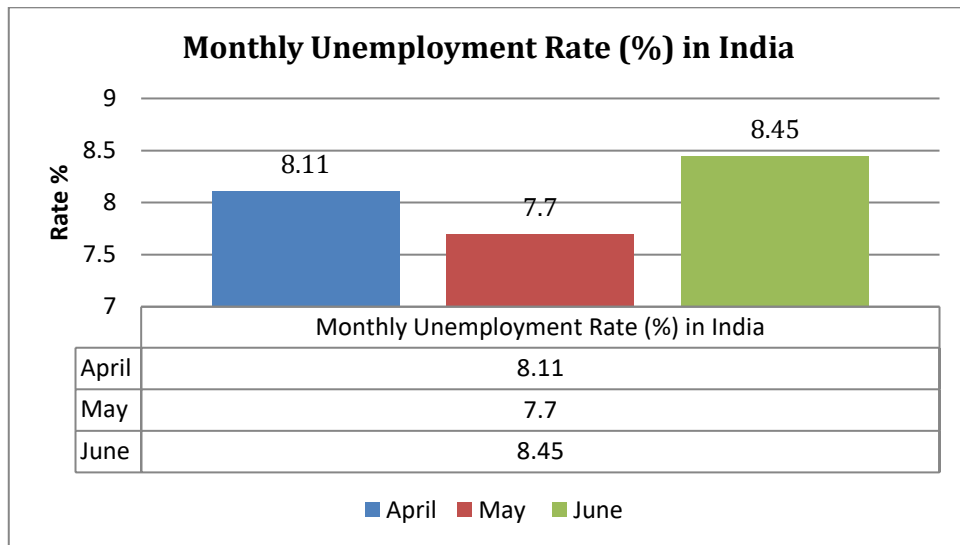
towards sustainability and corporate responsibility within the Indian job market.

This can be attributed to several factors, such as recognising the importance of sustainability by companies and incorporating ESG principles in their operations, growing demand from consumers and stakeholders for businesses to prioritise environmental aspects, and others.

<https://tinyurl.com/5n72tbr>

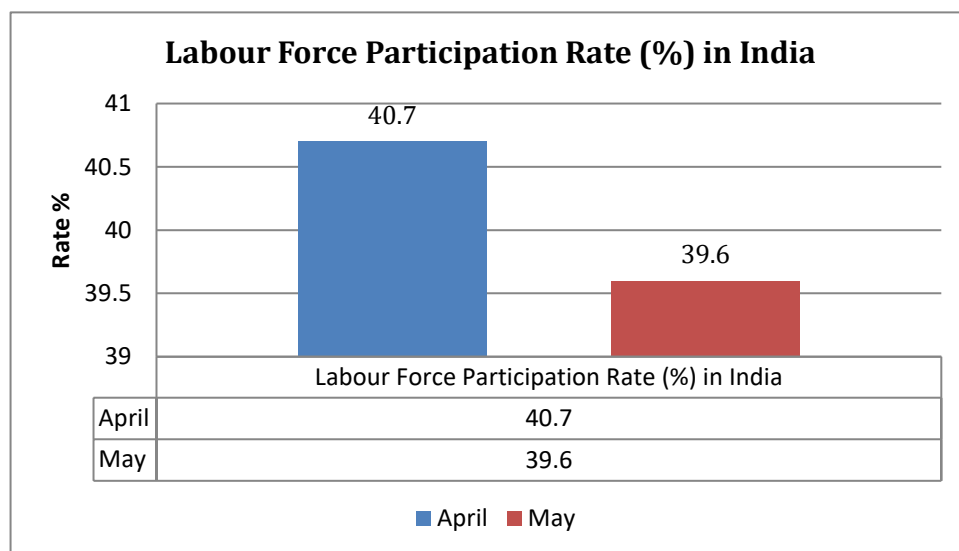
Data Watch

1. **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: <https://www.cmie.com/kommon/bin/sr.php?kall=warticle&dt=20230704165614&msec=413>

2. **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: <https://www.businessworld.in/article/Unemployment-Rate-Drops-To-7-7-In-May-CMIE-Data/11-06-2023-480059/>

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

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