

#FutureofJobsinIndia



Quarterly Dossier Edition 25/Q3/2023

We welcome you to the 25th 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 third 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 the current state and future prospects of employment in India and its quality.



Labour Laws and Codes

Improving India's Women Labour Force Participation Rate

Rajesh Shukla, *The Economic Times*, September 25, 2023



Improvement in women's labour force participation rate in India can be achieved by increasing the number of opportunities for employment of women.

Indian women, especially from the middle class, often face the problem of well-being within their household which restricts them from attaining inclusive development due to lack of opportunities.

<https://tinyurl.com/4sp6tez9>

Rajasthan Laws Can Spur a New Welfare Model

Yamini Iyer, *Hindustan Times*, July 26, 2023

Rajasthan recently enacted two significant laws: the Rajasthan Minimum Guaranteed Income Bill, 2023, and the Rajasthan Platform Based Gig Workers (Registration and Welfare) Bill, 2023.



While such announcements are often viewed as pre-election tactics, these laws hold the potential to reignite discussions on citizenship, rights, and state-building in India's quest to establish a robust welfare state.

<https://tinyurl.com/3hv3tnk4>

Workers' Welfare and Social Security

Skill India Digital App to Get Job Opportunities

The Hindu, September 14, 2023

Skill India Digital app developed by the National Skill Development Corporation was launched by the Central Government of India which listed all the available jobs and upskilling courses in the digital domain.



The app connects to the Udyam portal for registration of Micro, Small and Medium-sized Enterprises (MSMEs) and also to the eShram portal to identify unorganised workers to have a well-organised platform where commercial and non-commercial stakeholders meet with job seekers in India.

<https://tinyurl.com/ye3y9bzf>

Welfare Schemes for Gig Workers

Scroll, July 25, 2023

A Parliamentary Panel has urged the Ministry of Labour and Employment to promptly create welfare schemes for gig and app-based workers.



In India, the unorganised sector employs a significant portion of the workforce, lacking social security benefits like pension and health insurance.

The panel emphasised the need for a scheme for gig workers, as proposed in the Code on Social Security, 2020, which aims to extend social security to gig workers but is yet to be implemented.

<https://tinyurl.com/4as4n7c8>

ESG in India

ESG Investments to Rise by 2030

Sreeradha Basu & Brinda Sarkar, The Economic Times, September 02, 2023

The demand for Environmental, Social, and Corporate Governance (ESG) professionals is surging in India as companies prioritise sustainability efforts, with open ESG job positions increasing by nearly 70 per cent in the first half of 2023, particularly in the Electric Vehicle (EV) startups and clean technology companies.



India is expected to witness a 30-33 per cent year-on-year rise in ESG investments by 2030, making it a prominent player in the Asia-Pacific region.

<https://tinyurl.com/5n8atrhj>

ESG-related Jobs in India Surged

Jayapriyanka J, Business Line, July 17, 2023

During April 2019-April 2023, India experienced a 223 per cent surge in ESG-related jobs. This growth is attributed to increased recognition of sustainability by companies, consumer and stakeholder demands, and younger generations' focus on environmental and social concerns.



Job opportunities in the ESG sector include roles like sustainability manager, social impact manager, ESG analyst, and governance & compliance specialist. These roles require knowledge of environmental science, policy, economics, finance, and sustainability reporting.

<https://tinyurl.com/5n7vwpvc>

Gig Economy in India

Gig Workers Demand Better Working Conditions

Ridhima Gupta, The Times of India, September 19, 2023

Delhi, as reported by NITI Aayog, counts for the largest number of gig workers in India followed by Bangalore. Despite being a huge part of the blue-collar workforce, they face a lot of problems like lack of social security, mistreatment by companies and low wages.



Due to this reason, the workers have demanded a separate state law for them, similar to that of the Rajasthan state government, which will address their problems.

<https://tinyurl.com/4hzv2zkc>

Gig Work is a Job, But Not the Job

V Nivedita and Jaya Priyanka J, The Hindu Business Line, September 16, 2023

The developed nations are undergoing a transition from traditional structured job markets to platform workers, aiming at flexible labour relations. In India, the presence of gig workers has been prominent for the past many years but the emergence of platform-based working has been a new genre where importance is given to trust-based transactional jobs.



The platform jobs provide opportunities for workers to be active, inactive, part-time and full-time.

<https://tinyurl.com/2kdeu84w>

Are You a Gig Worker?

The Times of India, September 18, 2023

After the pandemic, the number of gig workers in India has increased.



There is a significant number of white-collar gig workers who look for freelancing to stay back in their homes. For them, there is a separate process of tax payment followed by the Government of India. They have to register themselves for GST and do enjoy the benefit of tax reduction and certain exemptions but tax filing remains mandatory for every gig worker.

For this, every gig worker's return must include their income from every source, which includes freelancing, consulting and any sort of capital gains.

<https://tinyurl.com/mtvnd7xm>

Gig Platform for Indian Workers Abroad

Ashish Rukhaiyar, Business Today, September 27, 2023

PoddL is a mobile, chat-based online platform launched by Kushal Prakash in Bangalore



for freelancers and creators in India, the 'gig workers,' who look for job opportunities across different countries online.

As we know the freelancing sector is emerging as the fastest growing workforce sector in the Indian economy at a CAGR of 29 per cent, this mobile app will help every freelancer by connecting them with the global job market along with making cross-border payments affordable through the platform's USD collections account.

<https://tinyurl.com/55bw257e>

Rajasthan's Gig Workers Law Intentions vs. Optics

Sudipto Banerjee, News18.com, September 22, 2023

The term 'gig workers' refers to those blue-collar workers who are working outside the



traditional employer-employee relationship. In India, after the pandemic, there has been an increase in the number of gig workers, especially over platform economies like cab aggregators or food delivery systems.

Rajasthan government, in May 2023 passed a new law called the Rajasthan Platform-Based Gig Workers (Registration and Welfare) Act, which created a lot of buzzes all over Rajasthan as it had demolished norms of public consultation along with evidence-based law making as well as the absence of a robust regulatory governance framework in India for law making.

<https://tinyurl.com/35p66sek>

Female Gig Workers Mobilise via WhatsApp for Rights

Rina Chandran, Business Times, September 05, 2023

Female gig workers at Urban Company broke ground with a nationwide protest in July against the company's new regulations and account suspensions.

Supported by the All-India Gig Workers' Union, this marked a pivotal



moment as the first major labour action by female gig workers in India, highlighting the evolving landscape as more women join unions and collectives to advocate for platform workers' rights.

<https://tinyurl.com/2p9r53vb>

Green Jobs

Green Jobs for Gender Equality

Sameer Kwatra, NRDC, August 30, 2023

At the G20 Energy Transitions Ministers' Meeting in Goa India, countries reaffirmed their dedication to



gender equality and empowering women in the clean energy sector. India's emphasis on green technology and growth presents a unique opportunity to enhance gender balance in the renewable energy workforce, addressing challenges such as limited training, job opportunities, and safety concerns.

Key steps include creating a gender-focused skill ecosystem, fostering home-based livelihood opportunities, and implementing community and gender-centric interventions.

<https://tinyurl.com/4mv8nsm6>

Green Skilling Programmes in Schools

Vikram Chaudhary, Financial Express, September 18, 2023

Sustainability forms the basis of green skilling and it is always better for big



companies to partner with smaller start-ups, consultancies and think tanks to achieve their ESG goals. The Aditya Birla Fashion & Retail Limited launched its green jobs and sustainability accelerator programme in partnership with 1M1B.

On this note, the idea of green skilling should be well incorporated in the workforce training programmes not only in big companies but also in schools to instil the sustainability mindset in students, by the government. This should be done to meet the shortage in the supply of skilled workers required for green jobs in India.

<https://tinyurl.com/ya4bnjud>

Revitalising Green Jobs in Emerging Economies

Amit Kapoor and Meenakshi Ajith, September 08, 2023

In response to climate change and slow progress on sustainable development, the G20 plays a vital role in promoting greener, environmentally resilient, and socially inclusive economies. Green jobs, which gained prominence at the Rio+20 Conference, are at the heart of this transition, focusing on roles that contribute to environmental preservation, energy conservation, and waste reduction.



The G20, comprising both developed and developing nations, can channel finance and technology to advance these efforts, fostering environmentally sustainable and job-rich development models.

<https://tinyurl.com/33mczz2x>

The Green Jobs of The Future

Manav Subodh, Education Times, July 12, 2023

The future of the economy holds vast opportunities in emerging markets, with approximately US\$23tn in



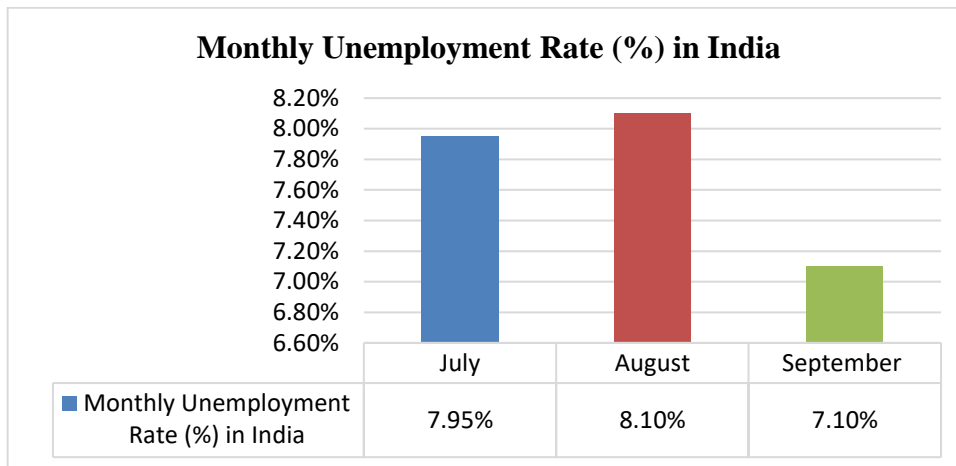
climate-smart investments expected by 2030, potentially creating over 65 million new low-carbon jobs in countries committed to strong climate action.

Achieving this requires an interdisciplinary curriculum emphasising sustainability principles and industry-led initiatives like green jobs and sustainability accelerators, starting as early as high school to mould the next generation of green leaders.

<https://tinyurl.com/34d42r83>

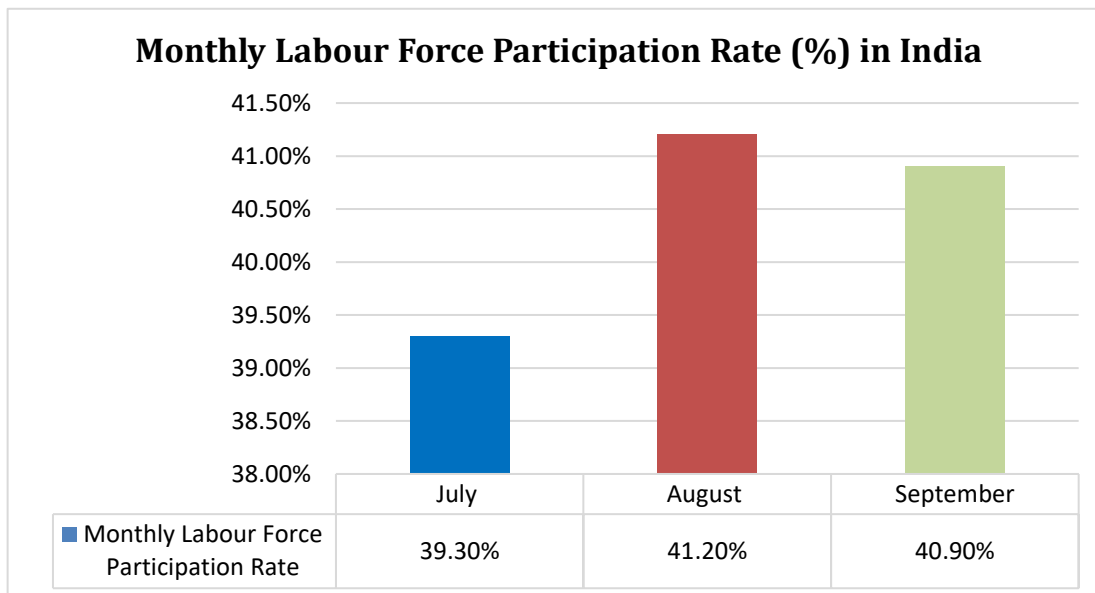
Data Watch

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=20230912191800&msec=550>

2. **Labour Force Participation:** 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>