

We welcome you to the 27th 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 on employment and worker's welfare in India.

Female Govt Workers Prioritise Child's Pension

Raghav Aggarwal, *Business Standard*, January 02, 2024



The Ministry of Personnel, Public Grievances & Pensions introduced new rules for family pensions for female government employees and pensioners. Now, in cases of marital discord like pending divorce or domestic violence, a female employee can nominate her children for pension before her husband. This change prioritises children for pension over the spouse, compared to the previous system where the spouse was the primary recipient.

If the deceased female employee is survived by a widower with a child, the family pension will be payable to the child. If the child is a minor or has a disability, the pension will be given to their guardian until they reach adulthood. This move is viewed as a significant step towards empowering women employees and pensioners.

<https://tinyurl.com/595cerdm>

Indian Firms Boost Women Hiring for ESG

Money Control News, March 08, 2024



The article discusses the increasing importance of gender diversity for Indian companies aiming to enhance their environmental, social, and governance (ESG) scores. Beyond ethical considerations, companies recognise the financial implications of robust diversity policies, which are viewed favourably by investors and can lead to access to capital on better terms.

Initiatives promoting gender diversity, such as setting diversity targets and implementing mentorship programmes for women in leadership roles, are gaining traction. Companies are also focusing on ensuring pay equity and providing flexible working hours to support women with caregiving responsibilities, demonstrating a commitment to gender equality and improving their ESG scores.

<https://tinyurl.com/3u3kybnj>



Workers' Welfare and Social Security

Health Cover for ASHA, Anganwadi in Budget 2024

Bindu Shajan Perappadan, *The Hindu*, February 01, 2024



The Interim Budget 2024 has announced an extension of health coverage under the Ayushman Bharat Pradhan Mantri Jan Arogya Yojana to all Accredited Social Health Activist (ASHA) and Anganwadi workers and helpers, highlighting the government's commitment to ensuring the health and well-being of frontline healthcare workers.

The introduction of the U-WIN platform for managing immunisation, the emphasis on utilising existing hospital infrastructure to offer medical seats to students, and the promotion of HPV vaccination for girls aged 9 to 14 for cervical cancer prevention are significant steps towards improving the quality of healthcare services and increasing educational opportunities in the medical field.

<https://tinyurl.com/mr23s4u4>

MGNREGA Closes Gender Wage Gap

Shiva Rajora, *Business Standard*, February 16, 2024



The International Labour Organisation (ILO) reports that the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) has contributed to a decrease in the gender wage gap and an increase in compliance with minimum wage regulations in rural India.

However, the effectiveness of MGNREGA varies across different regions, with its potential impact on rural populations depending on local implementation. The ILO's working paper emphasises the importance of institutional and regulatory frameworks in reducing labour market inequalities between rural and urban areas.

<https://tinyurl.com/yckdyjxf>

E-Shram: Fast-Track Worker Enrolment

Yogima Seth Sharma, *Economic Times*, March 28, 2024

The Indian government is expediting the enrolment process of unorganised sector workers onto the e-Shram portal, which provides them with a universal account number (UAN) and supports them with skill development and employment initiatives.

This initiative involves discussions with various ministries and state governments to integrate data and eliminate duplication, ensuring accurate records of unorganised workers. Currently, the e-Shram portal has 295 million registered workers, aiding the government in tracking the impact of social sector schemes.

<https://tinyurl.com/3372nrpc>



ESG Dimensions

Made in India: ESG Boost

SJ Studio, Sourcing Journal, February 12, 2024

The article highlights how India's textile sector supports ESG efforts through sustainability initiatives. It outlines India's commitment to sustainability, driven by government policies like the 5F Formula introduced by Prime Minister Narendra Modi. Various schemes and initiatives, such as the Amended Technology Upgradation Fund Scheme (ATUFS) and the Scheme for Integrated Textile Park (SITP), focus on modernising manufacturing and capacity building.



The article mentions investments in sustainable garment production processes and upcoming events like the global textile expo Bharat Tex, which aims to showcase India's eco-friendly practices.

<https://tinyurl.com/b22xkj8j>

Healthcare Firms Embrace ESG & Sustainable Sourcing

Business Today Desk, March 14, 2024

A joint report by EY and CII reveals that over half of Indian healthcare firms are committed to sustainable



practices, with 53 per cent implementing sustainable sourcing and zero liquid discharge (ZLD) initiatives. The report analysed 15 listed healthcare companies and found a significant focus on renewable energy adoption and responsible procurement practices.

More than two-thirds of the companies have established ESG committees, indicating proactive governance and sustainability efforts. Experts emphasise the importance of transitioning to renewables, embracing circularity, and establishing net-zero transition plans to achieve sustainable progress in the healthcare sector. With healthcare's pivotal role and climate change urgency, stakeholders are urged to act promptly towards a resilient future.

<https://tinyurl.com/4mzbtb8r>

Why ESG is Critically Important

Najib Shah, CNBCTV18, February 26, 2024



The article discusses the growing significance of Environmental, Social, and Governance (ESG) criteria in evaluating corporate performance and investment decisions. The piece highlights the expanding scope of ESG reporting, including the introduction of Business Responsibility and Sustainability Reports (BRSR) and the regulation of ESG rating providers.

Despite challenges such as measuring impact and achieving standardisation, ESG principles are seen as crucial for conscientious investors seeking to evaluate companies beyond financial metrics. The article emphasises that while adherence to ESG standards may entail additional costs, it ultimately contributes to sustainable value creation and benefits future generations.

<https://tinyurl.com/bd3pbzp4>

Gig Economy

ESIC Extending Medical Benefits to Gig Workers

Shiva Rajora, *Business Standard*, January 17, 2024



The Employees' State Insurance Corporation (ESIC) is considering extending medical benefits from its primary social security scheme, the Employee State Insurance (ESI), to unorganised and gig sector workers.

The ESI scheme currently applies to factories with 10 or more employees earning up to Rs 21,000 per month in notified areas. However, recent discussions aim to broaden its reach. The new Code on Social Security, 2020, also facilitates extending ESI coverage to establishments with 10 or more employees across India and voluntary coverage for smaller establishments.

<https://tinyurl.com/yc674jsc>

Gig Workers Thrive in 8 of 10 Companies

Prachi Verma, *Economic Times*, January 22, 2024



A survey by Nasscom and Indeed shows that 8 out of 10 companies are open to hiring gig workers, especially start-ups and BPM sectors. Concerns like data security hinder larger organisations.

Most companies adopt hybrid work models tailored to individual needs. Millennials and Gen Z prioritise learning, growth, and culture when choosing employers. The future workplace balances automation and innovation. To attract talent, companies must meet younger generations' expectations for personalised growth and positive culture.

<https://tinyurl.com/39u3rxtc>

Challenges of India's Gig Workforce

Shiva Rajora, *Business Standard*, March 12, 2024

A recent report by the Indian Federation of App-Based Transport Workers (IFAT), sheds light on the challenges faced by workers in India's gig economy. Surveying over 10,000 cab drivers and delivery personnel across major cities, the report reveals issues such as long working hours, inadequate earnings, and high-stress levels.

The report also highlights concerns regarding platform deactivation and blocking of IDs, impacting workers' livelihoods. Advocates argue for the recognition of these workers as full-time employees, with access to benefits and social safety nets.

<https://tinyurl.com/yuu6hbpm>



Green Jobs

1.3mn Workers Require Reskilling

Chittaranjan Tembhekar, Times of India, February 05, 2024

The transition to green energy in Maharashtra will impact 1 million formal workers and 25 lakh informal workers, particularly in districts like Mumbai, Thane, Pune, and Nagpur, which heavily rely on fossil fuel-dependent sectors.

The report by the International Forum for Environment, Sustainability, and Technology emphasises the need to up-skill/reskill affected workers and plan for economic diversification, workforce transition, and investments in green energy to ensure inclusive green growth.

<https://tinyurl.com/49e3nabd>



India Plans 4 Million Green Jobs by Next Fiscal

Sangeetha G, Deccan Chronicle, February 20, 2024

India plans to add 4 million green jobs by the next fiscal year.

Currently, the green industry employs 18.5 million people

in India, with an expected increase by FY25.

This shift away from fossil fuels could potentially create up to 30 million green jobs by 2030. Green jobs span across various sectors like renewable energy, manufacturing, and sustainable agriculture.

India is increasingly embracing green energy with policies supporting solar panel installations and electric vehicles. With trillions of dollars expected to be invested in sustainability, there's a need for educational reforms to meet the demand for skilled workers in this sector.

<https://tinyurl.com/yuyky6n7>



Green Jobs and Gender Disparity

Ananya Chakraborty, Bhawna Ahuja, Arivudai Nambi Appadurai, The Hindu, March 06, 2024



Green jobs and Gender disparity

India's transition to low-carbon development could generate 35 million green jobs by 2047, as per the ILO. However, there's a notable gender gap in this sector. Men are quicker to transition to green roles compared to women.

Despite India's strides in renewable energy, women hold only 11 per cent of jobs in the solar rooftop sector due to societal norms and safety concerns. Empowering women in green jobs is crucial not only for gender equality but also for economic and social progress.

<https://tinyurl.com/mr3snthp>

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

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