

Annexure 1

Framework for Good and Better Jobs¹				
	Domain	Explanation	Existing benchmark(s) in India (formal)	Indicators (formal and informal)
Good				
1	Income	<ul style="list-style-type: none"> • The job should provide an adequate real income for the worker and her dependents • Incomes should increase with gains in productivity 	Poverty line; minimum wage; cost of living; government pay scale (aspirational)	<ul style="list-style-type: none"> - Wages/earnings - Income from other sources - Assets - Number of dependents - Access to credit (for self-employed workers)
Better				
2	Security and Social Protection	The risk of job loss should be low, and there should be some social protection available in case of job loss	Labour laws; EPF, pension schemes etc.	<ul style="list-style-type: none"> - No. of days employed in a year - Written contract - Social protection (PF, pension, paid leaves) - Ownership of land/assets (for self-employed workers)
3	Working Conditions	The working environment should be safe and healthy; working relations should be good (in case of self-employed workers, this would include relations with buyers and sellers)	Labour laws; laws against harassment at the workplace	<ul style="list-style-type: none"> - Provisions for health and safety (formal or informal) - Peer support - Relations with manager
4	Capability Enhancement	The worker should have opportunities to enhance her capabilities	?	<ul style="list-style-type: none"> - Training/skilling programmes - Learning on the job - Prospects of promotion
5	Voice/Agency	The worker should have a platform to voice her interests and concerns	Labour laws on unions	<ul style="list-style-type: none"> - Presence of trade union - Presence of informal associations
6	Job Satisfaction	The worker should feel reasonably satisfied at the job	N/A	<ul style="list-style-type: none"> - Comparison with previous job - Perception about future prospects - Other things the worker values (peer network, nature of work)

¹This framework has been adapted from a literature review of various definitions of 'good' jobs or quality employment. In particular, it draws from the following studies: Azim Premji University (2018), '*State of Working India*' (<https://cse.azimpremjiuniversity.edu.in/state-ofworking->

https://d1ssu070pg2v9i.cloudfront.net/pex/carnegie_uk_trust/2018/09/03132405/Measuring-Good-Work-FINAL-03-09-18.pdf); Carnegie UK Trust (2018), '*Measuring Good Work*' (https://d1ssu070pg2v9i.cloudfront.net/pex/carnegie_uk_trust/2018/09/03132405/Measuring-Good-Work-FINAL-03-09-18.pdf); Unni et al (2006), '*Decent Work Deficits in Informal Economy: Case of Surat*' (<https://www.epw.in/journal/2006/21/review-labour-review-issues-specials/decent-work-deficits-informal-economy.html>)