

Internal Evaluation Report



Strengthening the Discourse for Generating Good & Better Jobs in India (2018-21)



A project supported by



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1. Conceptual Background of the Project

The project titled “Strengthening the Discourse for Generating Good & Better Jobs in India” (hereinafter GrowJobs) was conceptualised in 2018 in the backdrop of growing inequality in India¹. The intended objective of the project was to enrich the discourse around the enabling conditions of Good and Better Jobs² in select labour-intensive manufacturing sectors of India. As per the methodology of the project, extensive field inquiries were undertaken to cull out bottom-up narratives from the ground that could inform relevant developments around the status and quality of employment in India.

The core of this project revolved around the concept of “Good and Better Jobs” which borrows its characteristics from the International Labour Organisation’s concept of “decent work” and other studies mapping the quality of work³. The guiding principle of this project was to enable an efficiently clocking engine of growth, in which quality jobs enhance the purchasing power of people which boosts the demand for various products and services in the economy. This demand is meant to give a signal to the investors who invest in businesses producing such goods and services. These businesses further the quality of lives and livelihoods of their employees thus completing this virtuous cycle of growth.

However, owing to structural, operational and behavioural factors, it seems that this envisaged virtuous cycle has been becoming a vicious one whereby all the stakeholders, including enterprises, workers and the government are not performing their tasks to the mark. This has resulted in a situation where the absence of the quality of jobs has become a major challenge in generating inclusive and sustainable economic growth.

It is under this framework that CUTS undertook research (primary and secondary) in the Textiles & Clothing (T&C) and Food Processing sector respectively, across different states of India namely Rajasthan, Punjab, Haryana, Gujarat, Maharashtra, Tamil Nadu, Andhra Pradesh, Assam, Meghalaya and West Bengal.

¹ <https://cuts-ccier.org/strengthening-the-discourse-on-economic-policy-to-generate-good-and-better-jobs-in-india/>

² The indicators of Good & Better Jobs include fair wages, safe working conditions, opportunities for skill enhancement, presence of social security, job satisfaction & presence of social dialogue

³ This framework has been adapted from a literature review of various definitions of ‘Good’ Jobs or quality employment. In particular, it draws from the ILO’s concept of Decent Work & the following studies: Azim Premji University (2018), ‘State of Working India’ (<https://cse.azimpremjiuniversity.edu.in/state-of-working-India/>); 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>)

2. Key Research Questions

The research activities within the project were driven by the following key research questions:

1. Under the Good & Better Jobs framework (**Annexure 1**), what is the existing status of the jobs across the value-chain of the enterprises in select labour-intensive sectors of the economy?
2. What are the evident and not-so-obvious reasons behind the current status of these jobs?
3. Under what conditions, can Good & Better Jobs be created in these sectors? What are the challenges for ensuring/sustaining the same?

3. Approach and Methodology for Field Inquiry

The field inquiry was guided by an evidence-based and bottom-up approach. The following broad methodology was adhered to during the process:

- The field inquiry was aimed to develop a comprehensive understanding of the operations of enterprises, workforce and government in a given **value chain** of a labour intensive sector.
- It explored the nuances of the interactions and interlinkages between the enterprises, government and the workforce of the business ecosystem in a given value chain, through an extensive mapping process.
- It explored one '**node**' of the ecosystem at a time, with each node representing a set of economic activities at a specific location. The findings from the first node informed the location and inquiry of the next node.
- The inquiry was **exploratory** and **qualitative** in nature.
- It was conducted through **semi-structured interviews** with target stakeholders.
- The sample of relevant stakeholders in each node were identified through non-probability sampling (including convenience sampling and snowball sampling).

4. Identification of labour intensive sectors

Based on the above-mentioned approach and method of field inquiry, detailed consultations were held with the Project Advisory Committee members, sector experts, academicians and policy practitioners to identify the labour-intensive sectors for undertaking field inquiry. Accordingly, the Textiles & Clothing (T&C) and the Food Processing sectors were identified respectively in sequential phases. First, the field inquiry was commenced in the T&C sector in between 2019-20. Its coverage included different T&C value chains and the corresponding clusters in India. The geographical areas covered included the state of Rajasthan, Gujarat, Haryana, Punjab, Maharashtra and Tamil Nadu. Post the completion of the field inquiry in T&C sector, the field inquiry was commenced in the Food Processing sector in between 2020-21 where value chain of different processed foods was covered. These value chains

were covered in the regions including Punjab, Andhra Pradesh, Assam, Meghalaya, Assam and Northern West Bengal.

5. Rationale for identifying Textiles & Clothing Sector

The T&C sector was identified as the focus for the following reasons:

- Textiles & Clothing sector is a labour-intensive industry, and generates one of the highest levels of employment among industries in India. The Ministry of Textiles estimates the employment to be 45 million across different segments of the Textiles & Clothing value chain in India.
- The Textiles & Clothing sector contributes 2% to India's GDP, 7% to total industrial output, 15% to total export earnings, and provides employment to 45 million skilled as well as unskilled workers. Women form more approximately half of the workforce in this sector.
- The sector has a large share in India's export earnings and also caters to the domestic market; therefore, it offers the opportunity to study both domains.
- The size and scale of operations is highly varied in the T&C sector is highly varied, ranging from small handloom units to large mills and factories.
- The clusters in the T&C value chains span across different geographies which provides a comprehensive perspective of the job quality of this sector in the country.
- The states of Rajasthan, Gujarat, Punjab, Haryana, Maharashtra and Tamil Nadu were selected for the study to capture different value chains and region specific nuances. The rationale behind selecting these locations for the study was to ensure comprehensive coverage in terms of geography and different segments of the T&C value chain and to broaden the base of products and processes being considered.

6. Rationale for identifying the Food Processing Sector

The Food Processing sector was identified as one of the focus sectors for the following reasons:

- As per the Ministry of the Food Processing, more than 18 lakh workers are employed in the registered food processing enterprises and 51 lakh workers in unincorporated ones across different regions of India, making it a labour intensive one.
- The clusters in the Food Processing value chain span across different geographies to provide a comprehensive perspective of the job quality in this sector.
- There are various forward and backward linkages of this sector including agriculture, retail market, technology, among others. Furthermore, this sector has been recognised as one of the priority sectors for job creation by the Government of India and different state governments.
- To analyse the quality of jobs in different types of industries catering to domestic as well as export markets.

- The select states including Punjab, Andhra Pradesh, Assam, Meghalaya and the northern districts of West Bengal were identified to capture an overall picture of the sector and its nuances. The rationale behind selecting these locations for the study is as follows:
 - ✓ To ensure comprehensive coverage in terms of geography and agro-climatic zones to broaden the base of products and processes being considered. A wider geographical coverage has allowed the team to explore different raw materials and their processing, including niche products.
 - ✓ To provide a comparative picture of different institutional arrangements and policy landscapes

7. Development of Research Methodology Note and Pilot Field Inquiry

Post-identification of the Textiles & Clothing sector for the field inquiry, a detailed research methodology note was devised which was informed by the key characteristics of the T&C sector spread across different regions in India. The methodology was developed to undertake a pilot field inquiry in Rajasthan and the same was used in other field inquiries which were followed in different regions of India. The research methodology note is annexed as **Annexure 2**.

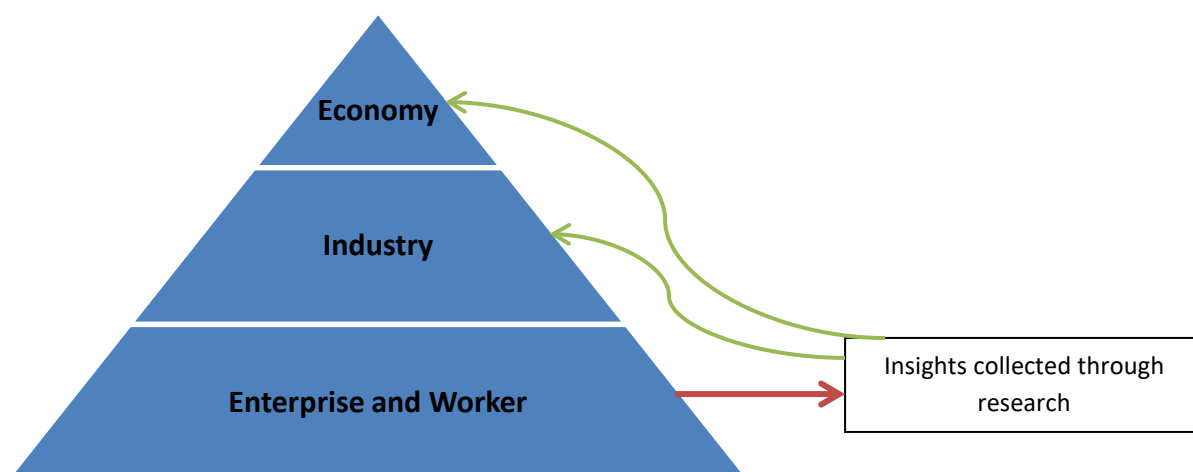
Based on the learnings from the field inquiry in the T&C sector, secondary research and consultation from the PAC members and sector experts, a research methodology note was devised to undertake research in the Food Processing sector. The research methodology note is annexed as **Annexure 3**.

7.1 Field Inquiry

The field inquiry explored the value chain of the T&C and the Food Processing sector from the perspective of worker well-being and enterprise well-being.

The major part of the field inquiry gathered the workers' perception, with a focus on the feedback from workers across various nodes of the value chain in the T&C and Food Processing sector respectively on key parameters of Good and Better Jobs. The methodology adopted for this includes informal discussions and Focus Group Discussions (FGDs) with the workers, contractors and managers of units. The multi-stakeholder focus was adopted for ensuring triangulation and validation of data.

The other part explored the challenges of enterprise in respect to their different input costs of production. The field inquiry further adopted a bottom-up approach for understanding the relationship between an enterprise and its workers to determine what factors can be enhanced for improving outcomes simultaneously for workers and enterprises. This narrative's driving force has been the quest for 'Listening to narratives from the ground and informing the systems in the upstream, i.e., industry and economy.'



To this end, a review of existing policies and literature in this domain was conducted, followed by in-depth field visits and interviews with key stakeholders from the sector. The information so collected was triangulated using secondary literature and discussion with the Project Advisory Committee (PAC) members. Following this, innovative methods were used for analysing the data and presenting the current status of each of the indicators for ‘Good and Better’ jobs, i.e., wages, social security, collective voice, working conditions and opportunities for capability enhancement, along with case studies and recommendations for the selected sector. The research activities were carried out for one & half year and were curtailed due to the COVID-19 pandemic and ensuing lockdowns.

The categories of the stakeholders and the key queries made for both the T&C and the Food Processing sector are provided in **Annexure 4**.

7.2 Status of Jobs in the Textiles & Clothing sector

As per the framework of the Good & Better Jobs, the status of jobs in different segments of the Textiles & Clothing sector across 6 states is provided in **Annexure 5**. The indicators of the framework include fair wages, safe working conditions, opportunities for skill enhancement, presence of social security, job satisfaction & presence of social dialogue. As per the findings, the overall status of jobs doesn’t lead to the realisation of decent work, with few exceptions which includes high value addition work like designing and stitching. Due to multiple factors like increased automation, increase in raw material prices, power and logistics cost, deteriorating relations among industry, workers and government and decreasing competition in the market, the jobs generated are not leading to dignified life for workers.

7.3 Status of Jobs in the Food Processing Sector

As per the framework of the Good & Better Jobs, the status of jobs and their classifications in different segments of the Food Processing sector across 5 states is provided in **Annexure 6**. Like Textiles & Clothing, the overall quality of jobs in the Food Processing sector does not

lead to the realisation of decent work, with few exceptions including processed products which have niche value owing to their geographical location, uniqueness, scarcity etc. Similar factors affecting the T&C sector also play out in the Food Processing sector thereby adversely impacting the generation of Good & Better Jobs.

8. Status of Jobs- Some emerging issues

S. No	Issues	Description	Recommendations
1.	Non-credible data on labour and enterprises	There is a high variance in data on labour and enterprises that is available with different official sources. The official figures and local feedback do not match in both the Textiles & Clothing and Food Processing sector respectively.	<p>To better assess labour based productivity, issues of enterprises and the status of Good & Better Jobs, it is imperative to have a comprehensive, accurate and real time database on labour & enterprises (from the organised & unorganized sector) in each cluster.</p> <p>Additionally, there is also a need to expand the horizon of labour-related data from mere numbers to other parameters including incomes, living conditions, working conditions, social security coverage, scope of skill enhancement, scope of income enhancement, amongst others.</p> <p>This would require the state machinery to enhance its own capacity and also take on board civil society organisations working at the grassroots. The databank, so created, may also be used for analysing and developing region/product/process specific interventions for improving the wellbeing of enterprises and workers engaged with them.</p>
2.	Non-institutionalisation of decent work in enterprises	Both the T&C and the Food Processing sectors are characterised by informality, low & stagnant incomes,	<p>To initiate steps towards the institutionalisation of decent work, following measures can be adopted:</p> <ul style="list-style-type: none"> • Ensuring the applicability of the National Floor Wage. Proviso should be made that this

S. No	Issues	Description	Recommendations
		negligible social security and lack of humane working conditions.	<p>proposed benchmark is not used to lower wages where they are already higher than it.</p> <ul style="list-style-type: none"> • Building state capacity for dedicated ministerial/departmental resources for monitoring and ensuring compliance. • The government can come up with the policies to link business practices of ensuring worker welfare with the availability of finance and subsidies for enterprises. • The net effect of the piece/product-rate system is negative even though it is supposed to induce efficiency and competition in the workforce. Enforcing floor-level wages or minimum wages in such operations will lead to worker welfare induced productivity.
3.	Non-availability of Skilled Workers	The enterprises have been facing the phenomenon of surplus-shortage where there is a surplus of unskilled workers but shortage of skilled workers.	<p>Skill development initiatives need to be introduced across the spectrum of jobs through a concerted effort of the government and the enterprises. While the relevant government departments should focus on overall skill development through free certification courses, the enterprises must also introduce training modules or courses on on-the-job skills.</p> <p>The skill development initiatives should focus on those segments of the value chains where there is a high probability of value addition and where the jobs are likely to be</p>

S. No	Issues	Description	Recommendations
			generated in the future course of time.
4.	Distressed migration of workers	Both the T&C and the Food Processing sectors are dominated by migrant workers coming from poorer states. This migration is of distressed nature owing to poverty, lack of livelihood opportunities in the home state of workers and identity based violence.	There is a need to carry out a source analysis, i.e. analysis of those regions from where such workers are coming. The purpose of doing such an analysis would be to assess the feasibility to take similar jobs near the source of labour. This can create a greater spread of industrial activity and increased political agency for the workers. There is a conspicuous absence of medium size integrated supply chain in T&C and Food Processing sector respectively, which can be developed in the source states.
5.	Supply-side Distortions	<p>The supply side distortions particularly in relation to the input cost of the raw materials have caused uncertainty in the production processes thereby pushing for the non-regularised relation between the enterprises and workers.</p> <p>Such supply distortions impact the competitiveness of the enterprises both domestically and internationally.</p>	<p>There is a need to ensure international as well as domestic price parity of raw materials so as to provide certainty to the enterprises and instilling fair competition in the market.</p> <p>A more granular study needs to be carried out to ensure how greater efficiencies can be ensured on the supply side. One way to do it is to have a more open trade stance so that increased competition creates more responsive outcomes.</p>
6.	Lack of finance &	The major	To address the challenges of rent-

S. No	Issues	Description	Recommendations
	credit	<p>challenges faced by the micro & small enterprises are inadequate formal credit options, lack of access to financing and information asymmetry.</p> <p>The major reasons for this are:</p> <p>Firstly, the trust deficit between the creditors and entrepreneurs.</p> <p>Secondly, the rent seeking practices in financial institutions.</p>	<p>seeking behaviour in the existing ecosystem of credit facilitation as well as information asymmetry amongst the stakeholders, there is a need to ensure smooth facilitation of availing of credit by prospective entrepreneurs.</p> <p>The credit facilities should reach the micro & small enterprises with minimum paper work and processes.</p>
7.	Dispersed value chain	<p>In most cases, the value chain of the Textiles & Clothing and Food Processing sector is dispersed across geographies leading to increased cost of production for the enterprises.</p>	<p>The government may like to create adequate incentives for various enterprises to create more compact clusters. This will obviate the need to have traders which in turn can lead to higher margins for the enterprises.</p> <p>The government can also develop clusters and provide subsidies to the enterprises to start their operations in such clusters. The presence of clusters will not only lead to decreased cost of production for the enterprises but will also create skill spillover effect thereby providing continuous skilling platform to workers.</p>
8.	Lack of compact between the	<p>There is a wide trust deficit between the</p>	<p>There is a need for greater collaboration between the</p>

S. No	Issues	Description	Recommendations
	<p>Government, Industry and the Workforce</p>	<p>government, industry and the workforce leading to practices guided by self-interest as opposed to the mutual well-being of all stakeholders.</p>	<p>government, businesses and the worker community. They need to enter into a compact where the government essentially focuses on correcting supply-side distortions and the industry passes substantial efficiency gains to the labour and also creates processes where the skill of labour is valued.</p> <p>Also, there is a need for constructive contribution from the worker community through a voice or agency to ensure holistic growth of the business ecosystem. At an aggregate level, this will bring about the best guarantee against consumption slowdown.</p> <p>It is also imperative that for profit-making enterprises, the goal will be an optimal reduction of costs. However, given the critical role of labour in the entire production process, it becomes the need of the hour to look beyond costs when considering the labour-force and its well-being.</p>

9. Outcomes & Impacts

Following are the outcomes and impact of the project:

S. No	Outcomes	Outputs	Indicators
1.	Knowledge generation through formulation of alternative and non-legislative economic strategies based on evidence from the field that would facilitate growth of Good and Better Jobs in India.	<p>Research Reports Research reports on the Textiles & Clothing and Food Processing sector respectively. The reports explored the nuances of the enterprise well-being and worker well-being in these select sectors.</p> <p>Articles & Op-eds 20 Articles & Op-eds highlighting the issues in the employment space and advocating for the need to institutionalise Good & Better Jobs in India. These write-ups were focused on varied topics including labour rights and reforms, nature of employment and structural issues in the Indian economy, issues concerning the prospects of the Textiles & Clothing & Food Processing sector, strategies for inclusive economic growth etc.</p> <p>Slide-decks 2 Slide decks were developed to inform the agenda of government and policy practitioners on worker welfare and inclusive economic growth. Following are the slide decks:</p> <ul style="list-style-type: none"> • Models for facilitating Worker Welfare in India • Rebuilding the Future of Work: Mitigating the impact of COVID 19 crisis on 	<p>Inculcation of the discourse on Good & Better Jobs in the proposed employment generation and economic strategies proposed by policy practitioners and worker groups.</p> <p>Based on informed discussions on sector-specific perspectives including industrial, competition and trade-related issues, sector specific knowledge was generated.</p> <p>A better-informed discourse on the mutual well-being of workers and enterprises through re-alignment of the purposes of each stakeholders of the business ecosystem towards long-term sustainability.</p>

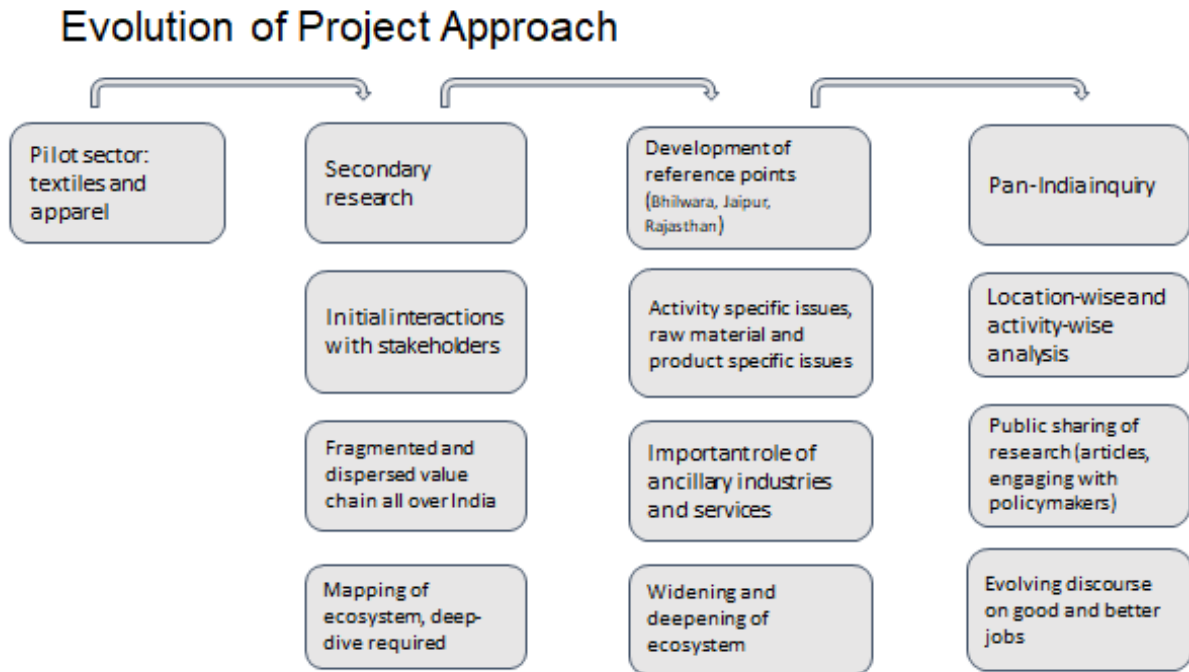
S. No	Outcomes	Outputs	Indicators
		<p>informal workforce.</p> <p>Policy Brief, Issue Note and Strategy Note</p> <ul style="list-style-type: none"> • Policy Brief on lessons from Meghalaya in the Food Processing sector • Issue Note on Labour Codes of India • Strategy Note on The Indian Skilling Ecosystem <p>Theory of Change – The theory of change has been developed to recommend pathway towards institutionalising Good & Better Jobs in India.</p>	
2.	Better understanding for policy decisions amongst influencers leading to rapid and sustainable growth of Good and Better Jobs.	<p>Based on the learnings from the project, following engagement was done with the Government at different levels:</p> <p>Suggestions on Draft Rules under the Code on Wages -CUTS provided its inputs on the Draft Rules under the Central Wage Code.</p> <p>Presentation to Government of Rajasthan- A presentation was made by the CUTS team to the Chief Secretary, Government of Rajasthan, Economic Advisor to the Chief Minister, and other officials, on key findings from the field study of the Bhilwara Textiles cluster.</p> <ul style="list-style-type: none"> • Issue Note on Labour Codes of India- A issue note on the draft labour codes was 	<p>Sensitisation of a number of influencers and other stakeholders towards the need for job-rich growth strategies aimed towards facilitating Good and Better Jobs in India.</p> <p>Sensitisation of stakeholders towards the long-term sustainability of enterprises</p> <p>by generating decent work opportunities and aligning enterprise with worker welfare.</p>

S. No	Outcomes	Outputs	Indicators
		<p>created to inform the parliamentarians on the issues concerning the Labour Codes. The note was circulated amongst the parliamentarians and sector experts.</p>	
3.	<p>Strengthening Communication Strategies by enabling wider acceptance through a shared approach of communicating the need for and feasibility of strategies that facilitate growth leading to Good and Better Jobs in India.</p>	<p>Articles & Op-eds The articles were widely shared with the economists, policy practitioners, bureaucrats, government representatives, industry members and trade unions to initiate discourse around the need to institutionalise Good & Better Jobs in India. The articles were also shared with the CUTS’ e-forums namely FunComp and the Good Jobs forum which has 7112 and 350 members respectively.</p> <p>Webinars Human Capital Innovation: India’s Roadmap for Dignified Economic Growth - The webinar was aimed to bring together perspectives from the industry, worker-community and academia to deliberate on the roadmap for reimagining workers as human capital rather than costs of production.</p> <p>Labour Reforms & Collective Voice of Workers - The webinar aimed to discuss the ground realities of labour welfare and much needed reforms therein, especially in terms of enhancing socio-economic welfare through</p>	<p>The outreach and communication activities with industry members, government representatives, bureaucrats, policy practitioners, academicians and trade unions led to better understanding of linkages between different discourses and need for an integrated discourse on economic policy to generate Good& Better Jobs in India.</p>

S. No	Outcomes	Outputs	Indicators
		<p>collective voice of Indian workforce.</p> <p>COVID-19 and Textiles & Clothing Sector in India – The webinar aimed to discuss the findings of the CUTS’ research team in the Textiles & Clothing sector. The findings were discussed in the backdrop of the COVID 19 pandemic.</p> <p>CUTS released 12 Quarterly Dossiers titled “Future of Jobs in India”. The dossier presents a careful selection of news, op-eds, and reports on key developments in the employment segment of the Indian economy.</p> <p>A twitter campaign was initiated by CUTS where it disseminated messages advocating for the need of worker welfare and institutionalisation of Good & Better Jobs in India. CUTS reached out to around 200 influencers from the field of academia, politics, theatre, economists, bureaucrats etc. to include them in the dissemination of these messages.</p> <p>The messages received a grand response with 40 plus retweets and more than 300 likes.</p> <p>The twitter campaign was carried out with a twitter handle especially created to advocate for strengthening the discourse on</p>	

S. No	Outcomes	Outputs	Indicators
		Good & Better Jobs under this project. The twitter handle can be reached at CUTS_GrowJobs.	

10. Learnings from the Project



The learnings from the project have evolved over the time. The research methodology first conceptualised to undertake the field inquiry was limited to “enterprise” being the focus point .

During the field work, a need was felt to shift the focus from an enterprise as a study unit to the larger business ecosystem around the enterprise within the scope of study. In order to study the ecosystem, the value chain in a given sector was mapped out, along with important clusters of economic activity and associated services.

With the new approach, the initial plan of enterprise surveys in six sectors was revised to in-depth field inquiries in four sectors. As the focus was on the ecosystem, each field inquiry covered multiple number of stakeholders and locations. It was also decided that the gender dimension would be substantially considered during the study.

The field inquiry started with the revised methodology at multiple locations. A substantial amount of data was gathered in each field visit and in order to streamline the extensive data entry and analysis process after each rounds of field visits, a template was created to do so in an interactive and time-efficient way. It was contemplated upon and decided that the data on

the status of the jobs as per the Framework on Good & Better Jobs was the first priority of the project.

Few barriers to data collection were experienced in the form of restricted access to certain enterprises in T&C as well as Food Processing sector. This led to the adoption of improvisations in the data collection processes by approaching alternate resource persons/organisations for access or insights.

In the extensive field inquiry in the T&C and the Food Processing sector, one of the major findings was the need to explore the impact of demand side distortions on the enterprise well-being and overall sector health. Simultaneously, it was reiterated that the data which informs the worker well-being has to be the focus of the study.

By exploring the overall health of the sectors, following were the learnings:

Income and Wealth Inequality: With widening gap between the incomes of the well-off and the poor, a persistent need was felt to address this. This was one of the trigger points to start a concerted campaign towards enriching and strengthening the discourse around quality jobs as an enabler of economic growth in India.

Demand Slowdown in the Economy: The demand and consumption slowdown was another timely issue which informed this project. This implies that even before the Covid-pandemic, the Indian economy was reeling under a demand slowdown where most people were not financially equipped enough to buy the products being manufactured in the economy at their prevailing prices.

Competitiveness as an Enabler of Quality Jobs: Given the economic slowdown context, the project aimed at reducing the inefficiencies in the manufacturing processes across the initial identified sectors of Textile & Clothing and Food Processing. The objective was to infuse competitiveness, financial efficiency and operational productivity in labour-intensive enterprises so that such enterprises have the wherewithal to improve worker welfare.

The Vicious Cycle of ‘Money Creating Money’: In the pursuit of the approach of enterprise well-being becoming the driver of worker welfare, some crucial roadblocks came to light in the ensuing phases of the project. These pertain to the fact that almost all enterprises, even with a healthy business environment and conducive policies in place, ranked worker welfare very low on their priority list. This is because of a major shift in the way manufacturing sector, particularly in the labour-intensive sectors, is becoming increasingly dependent on machines for output. Human workers, mostly unskilled, are employed mostly to check the errors of the machines and thus, in the perception of employees, are valued much less. To counter this, certain worker welfare business models have been compiled in a slide-deck by the GrowJobs team.

Economies of Scale vs Economies of Scope: Scale of an enterprise doesn't have major impact on the overall status of Good & Better Jobs. The micro, and small enterprises though unable to pay fair wages and social security to workers, provides ample opportunity for skill enhancement. While medium and large enterprises with deep pockets provide wages according to the minimum wage structure to their employees, provides minimal social security but don't facilitate opportunities for skill enhancement. Additionally, such enterprises prefer to hire workers on contract and get a substantial amount of work done through outsourcing, in order to avoid workers' rights related compliances. On the other hand, enterprises dependent on the physical and intellectual skill of the workers for innovation and continuous product modification as per the market trends seem to be better positioned for an inclusive growth which benefits the workers proportionately.

Lack of Support Systems for Workers: Even in sectors like manufacturing and food processing where human skills are critical, the workers lack basic support systems of healthcare, skill and education ecosystem, social security nets and a collective platform to raise concerns. This was a major learning from the inquiry conducted across almost 12 states in the country.

Broken Social Contract: Finally, one of the major causes of this problem of not having enough quality jobs seems to stem from a basic challenge with mindsets of concerned stakeholders. A self-driven motive of stakeholders including workers, enterprises and the state is destructive to the collective vision of having quality jobs, inclusive economic growth and nation's development. There is an imminent need for a social compact among the industry, government and workers. The compact should be built on the principles of trust/mutual respect, acknowledgement of inter-dependency and shared vision.

11. Future issues

The following issues can be delved into in the future:

S. No	Issue	Explanation
1.	Linkage between Competition and Well-being of the Micro & Small enterprises	In the Textiles & Clothing and the Food Processing sector, there is a presence of a very few big enterprises, few medium enterprises and many small & micro enterprises. The few big enterprises dominate the market, has relatively better productivity and earns the maximum profit. In this backdrop, a granular study can be undertaken to analyse the impact of fair competition on the well-being of the small & micro enterprises. Going further, the impact of competition on the generation of Good & Better jobs can be analysed too.
2.	Impact of	Finance being an important catalyst in the operations of

S. No	Issue	Explanation
	Sustainable Finance on the well- being of Workers	enterprises, the impact of sustainable finance on the well-being of workers is an important linkage to be gauged. Sustainable finance would mean that the availability of finance is regular and that its potential impact on the employment of a sector is taken into consideration.
3.	Impact of Preferential Trade Agreements on the well-being of workers, especially of the unorganized sector.	<p>The preferential trade agreements of different nature and scope has a significant impact on the number of jobs as well as the quality of jobs in a specific sector. One of the invisible impacts of the trade agreements is on the unorganised workforce where a number of jobs become redundant and sometimes increase.</p> <p>Therefore, a granular study to map the impact of the trade agreements on the unorganised sector, especially the status of jobs will add immense value to the discourse on Good & Better jobs.</p>
4.	The potential ways to institutionalise Good & Better Jobs in the economic policy formulation.	<p>The employment policy in India as witnessed during the project is usually focused on the number of jobs and excludes consideration of the quality of jobs generated in India.</p> <p>Therefore, alternative policy formulation models have to be developed where the quality of jobs is also a dimension in policy making. Furthermore, once the framework of Good & Better Jobs gets institutionalised, it will be imperative that the data on jobs also includes data on its quality.</p>
5.	The feasible models for inclusive economic growth	The engine of growth in India is not functioning adequately to produce quality jobs for its people. Therefore, new economic models need to be developed which can ensure and measure the inclusivity of the economy.
6.	Prospects of Good & Better Jobs in Gig Economy	In the changing nature of jobs where the traditional employer-employee relationship doesn't exist, there is a need to explore the prospects of Good & Better Jobs in the gig economy. The gig economy model can be studied to figure out the possibility of compliance with the parameters of Good & Better Jobs.

12. Annexures

Annexure 1: Framework for Good & Better Jobs

Framework for Good and Better Jobs ⁴				
	Domain	Explanation	Existing benchmark(s) in India (formal)	Indicators (formal and informal)
<i>Good</i>				
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)
<i>Better</i>				
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

⁴ This 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-India/>); 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>)

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)

Annexure 2 : Note on Approach and Methodology for Pilot Field Inquiry in Textiles & Clothing Sector

Background

- The project ‘*Strengthening the Discourse on Economic Policy to Generate Good and Better Jobs in India*’ aimed, among other things, to generate knowledge about necessary conditions for creating Good and Better Jobs in India, based on evidence from the field.
- For this purpose, a series of field inquiries were undertaken. Each inquiry was focused on a particular set or subset of economic activities. The target unit of economic activities was a value chain spanning different clusters and geographies.
- The field inquiries were intended to constitute a continuous learning process, where learnings from each inquiry informed the design and execution of the next one.
- Over the course of the project, the micro-level narratives developed through the inquiries were stitched together to form a macro-level narrative on jobs and the economy.

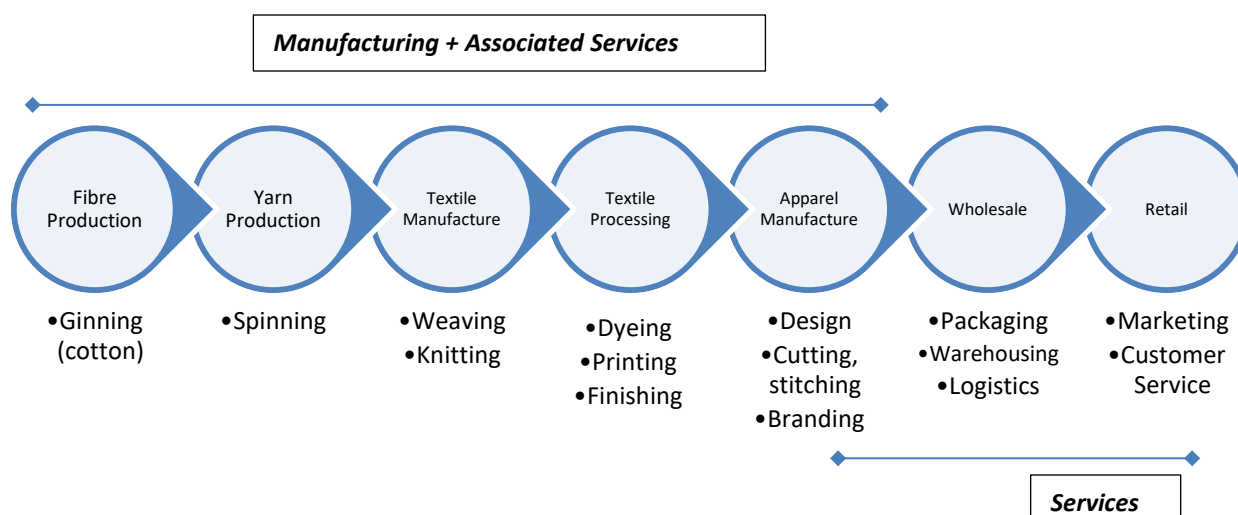
Pilot Field Inquiry

The project started with the pilot field inquiry in the Textiles & Clothing sector in Rajasthan. The pilot field inquiry was used to test the approach and methods described in this note. The following section details the approach for the pilot inquiry. The said approach and methods were then used in the field inquiries which were then followed.

Mapping the value chain for Textiles & Clothing sector

- The overall ecosystem for Textiles & Clothing sector in India is large and complex. The value chain of Textile and Clothing production comprises multiple activities which are dispersed over different locations.
- The following image depicts an illustrative value chain for the Textiles & Clothing industry.

Figure 1: Textiles Value Chain

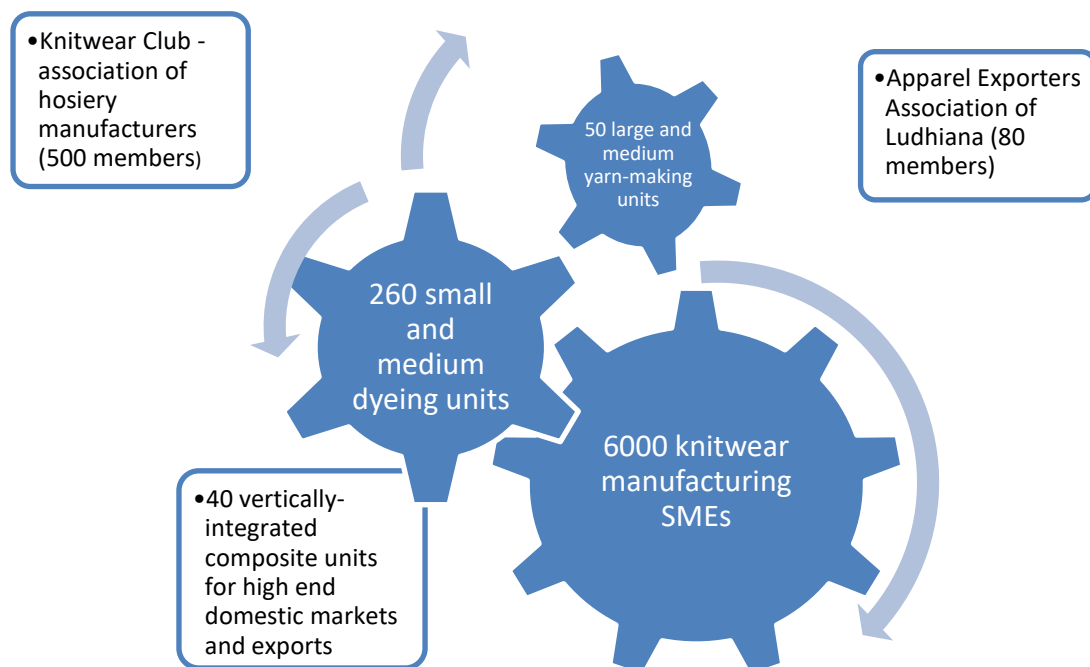


- The activities vary greatly in terms of the number, size and nature of enterprises that engage in them.
- For instance, the spinning sector in India is largely organised, with independent spinning mills accounting for 75% of the total capacity.⁵ In contrast, only 5% of the weaving and knitting sector is organised. This sector comprises power-looms and handlooms which are largely decentralised in terms of location, with most handlooms located in the rural areas.
- Clothing manufacturing is the stage where the maximum value addition is done in the Textiles & Clothing value chain. The clothing manufacturing is dominated by few large, some small & medium and many micro sized firms, and most production is concentrated in clusters like Ludhiana, Delhi NCR and Tirupur, among others.

Mapping a cluster for Textiles and Clothing

- Clusters may develop in certain locations because of regional advantages such as favourable natural resources, infrastructure, human resources or other similar factors.
- As clusters develop, other stakeholders emerge such as suppliers of specialised inputs, or associations of manufacturers and traders.
- Figure 3 presents an example of the different types of stakeholders in a cluster. It is based on a case study of the Ludhiana hosiery cluster.⁶

Figure 2: Mapping of Ludhiana Hosiery Cluster



⁵ India Brand Equity Foundation (2008), 'Textiles and Apparel: Markets and Opportunities,' accessed on February 18, 2019, https://www.ibef.org/download/Textiles_Apparel_220708.pdf

⁶ Foundation for MSME Clusters (2006), 'Working Together Works: Cluster Case Studies,' accessed on February 18, 2019, <http://fmc.org.in/wp-content/uploads/2012/10/Working-together-works.pdf>

Mapping the ecosystem for jobs

Background

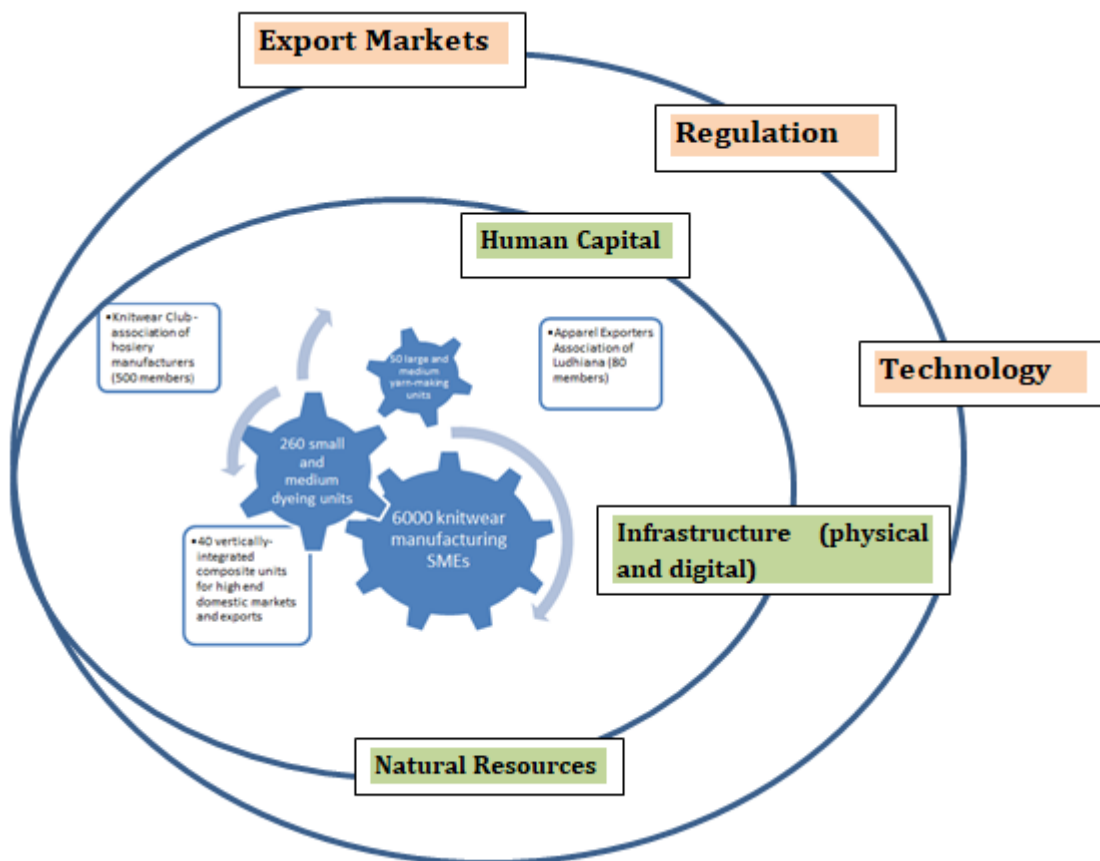
- There are several forces or drivers that determine the number and quality of jobs that are created in an economy.
- A ‘systems thinking’ exercise by a group of eminent experts identified eight critical drivers for job creation in India: shapes and sizes of enterprises, lifelong learning systems, access to finance, social security systems, technology as an enabler, innovation for inclusion, and policy and governance.⁷ These drivers were mapped to outcomes such as ‘patterns of employment’, among others.
- The underlying notion here was that jobs are created in the dynamic interplay between these drivers.
- Such a dynamic and multifaceted approach is particularly useful in the present context, where new technologies have changed the relationships between different factors of production, and the link between economic growth and job creation is increasingly under question.

For the purpose of the pilot inquiry, a few important **drivers** were mapped together to approximate an ‘**ecosystem**’ for jobs. Following were the drivers:

- The quality of jobs created in a particular sector or industry is directly impacted by the nature of the enterprise. Therefore, workers and enterprises become the primary units of inquiry.
- The location of the enterprise as well as its scale of operations are determined by a variety of factors such as climate conditions, availability of raw materials, availability of skilled labour, access to credit, regional infrastructure and many others. Favourable conditions lead to the emergence of clusters of enterprises. Therefore, the need was felt to better understand as to how an enterprise interacts with these factors, and how these interactions affect the quality of jobs in the enterprise.
- Further, there are overarching drivers that affect the enterprise, such as regulation, technology and export markets. Together, all these factors/drivers constitute the ecosystem for jobs.
- An examination of all these, in relation to the enterprise at the centre, produced a holistic understanding of necessary conditions for the creation of Good and Better Jobs.

⁷ Confederation of Indian Industries (2017), ‘*Future of Jobs in India: Enterprises and Livelihoods.*’

Figure 3: Ecosystem for Jobs



Framework for Good and Better Jobs

- The definition of ‘Good and Better Jobs’ was initially conceptualised in a series of discussions under this project, as jobs which provide higher incomes (Good), and better social protection and capability enhancement (Better).
- A review of literature on this subject revealed that the understanding of what constitutes a ‘Good’ job has evolved through the years, and the perspectives vary significantly between developed and developing country contexts.
- Based on this review, a framework for Good and Better Jobs was conceptualised, comprising of six key parameters, corresponding benchmarks and corresponding indicators.
- The indicators listed formed the broad basis for questions posed to the stakeholders during the field inquiry. In the course of the inquiry, the perceptions of stakeholders were tested against the existing benchmarks, to develop an enriched understanding of what defines a ‘Good’ Job.

Stakeholder Mapping

Table 1 provides an illustrative list of primary stakeholders and key informants that were targetted for the pilot field inquiry.

- For each primary stakeholder category, the relevant backward and forward linkages were examined along with the associated stakeholders.

- The ecosystem for jobs, and framework for Good and Better Jobs, formed the basis of inquiries posed to the relevant stakeholders.
- The gender dimension of jobs were also studied in the course of the inquiry; therefore, both male and female stakeholders were targeted.

Table 1: Stakeholder Mapping

	Stakeholder Category	Stakeholder Sub-category
<i>Primary Stakeholders</i>		
1	Large-scale enterprise	Proprietor
		Manager
		Salaried worker
		Casual worker
		Contract worker
		Unemployed person (seeking this kind of job)
2	Medium-scale enterprise	(same as above)
3	Small-scale enterprise	(same as above)
4	Micro-enterprise	(same as above)
5	Household unit/self-employed worker	Owner
<i>Key Informants (non-exhaustive)</i>		
1	Trade union member	
2	Manufacturing association member	
3	Service provider	

Scope of inquiry

- The inquiry followed the value chain of Textiles and Clothing production, with a local raw material mandi acting as the starting point or first node. The findings from the first node informed the location of the next node, and so on. The sample of enterprises in each node were determined along the way.

Expected Learnings

The pilot inquiry was expected to produce the following learnings:

- An evolved understanding of ‘Good and Better Jobs’, informed by perspectives from a variety of stakeholders associated with this sector including employers, employees and unemployed persons

- A preliminary understanding of necessary conditions for the creation of Good and Better Jobs in India, in the context of the Cotton Textiles and Clothing sector.
- An evolved understanding of the research framework and overall approach to be adopted under the project, for strengthening the discourse on Good and Better Jobs. .

Outcome

- The pilot inquiry led to the evolved understanding of the Good & Better Jobs, especially from the perspectives of the workers.
- A fair understanding of the challenges and necessary conditions for the creation of Good & Better Jobs was developed.
- The research framework was improved to mostly include the perspectives of the workers while undertaking research

Annexure 3:
Note on Approach and Methodology for Pilot Field Inquiry in the Food Processing Sector

1. The First Phase: Textiles & Clothing Cluster

In the first phase, Textile & Apparel sector was selected for detailed field inquiry and analysis. The field inquiry extended to 10 locations across India, covering different types of processes (spinning, weaving, process houses, dyeing, ancillary & logistics, among others), different types of enterprises (household, informal, micro, small, medium & large) & wages of the associated workforce in them.

Among other things, the findings have been distilled into a Research report (<https://cutsccier.org/pdf/report-textile-and-clothing-sector-in-india.pdf>) which covers the status of jobs in different segments of Textiles & Clothing value chain across multiple locations in India.

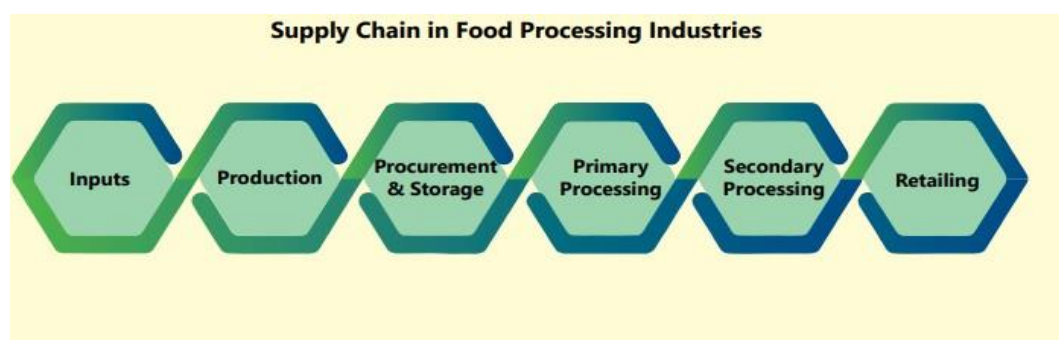
2. The Next Phase: Food Processing Sector

For the next phase, Food Processing sector in India was selected for carrying out the field inquiry. The rationale being, various forward and backward linkages of this sector including agriculture, retail market, technology, among others. In addition to it, this sector has been recognized as one of the priority sectors for job creation by the Government of India and different state governments. Also, with more than 18 lakh workers in registered processing enterprises and 51 lakh workers in unincorporated ones⁸, a structural analysis of this sector was expected to reveal critical insights for the current research.

2.1 The value chain: From Farm to Fork

Following is the value chain of the food processing sector. Post-harvest, the most labour-intensive activity is processing, employing around 55% of the total human resources of the value-chain of fruits & vegetables (food processing industry)⁹.

Figure 1 Value Chain of Food Processing ; Source: Annual Report, MoFPI



⁸ Annual Report (2018-19), MoFPI

⁹ Skill Gaps Analysis in Food Processing Industry with Special Reference to Fruits & Vegetables, AJSAT

2.2 The Sub-sectors within Food Processing

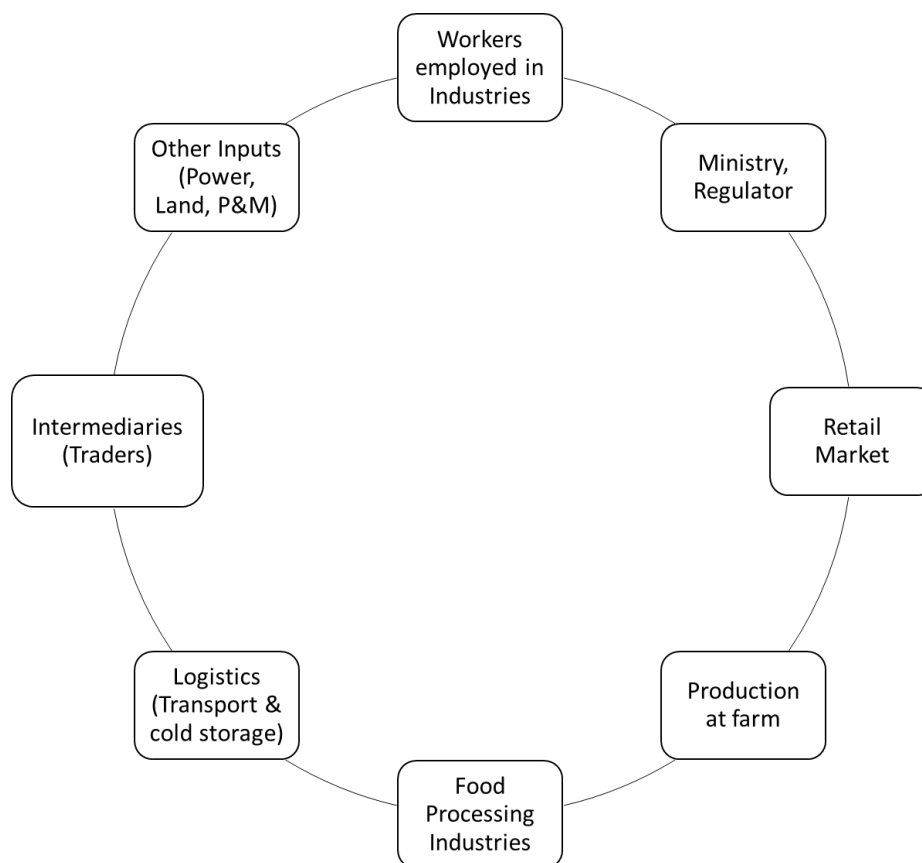
The aforementioned value-chain represents the processes involved in processing of food items. There are various sub-sectors within food processing which are present in the Indian scenario. The following table represents these sub-sectors from two sources of information, one being the annual report of MoFPI & the other one being the National Industrial Classification.

<u>Sub-sectors as per the MoFPI Annual Report</u>	<u>Sub-sectors as per NIC categorisation</u>
<ul style="list-style-type: none"> ➤ Dairy ➤ Fruits & Vegetables ➤ Animal Husbandry ➤ Fisheries ➤ Grains ➤ Plantation 	<ul style="list-style-type: none"> • Milk & Milk products • Fruits and vegetables • Meat and marine products • Grain and oilseeds • Packaged food • Beverages

3. Research Framework for Food Processing Sector

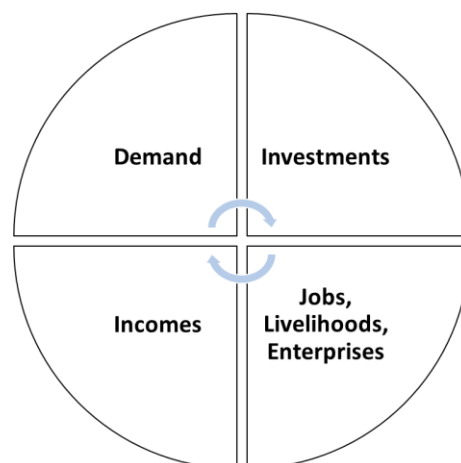
The overall framework stemmed from the understanding of an industrial ecosystem & its relationship with the workforce employed in that sector. The overall ecosystem identified for this sector is represented below:

Figure 2 Ecosystem of FPI: Stakeholders Involved



It was assumed that the following components are essential to ensure necessary demand & supply in an economy. The diagram depicting ideal scenario for an economy is as follows:

Figure 3: Engine of Growth; Source: New Industrial Policy for India, Arun Maira & CUTS International



4. What did we aim to achieve through the analysis of components forming an ecosystem?

- **Understanding Productivity and Competitiveness Analysis:** The aim was to identify structural issues affecting the overall productivity of an enterprise and a cluster. The key factors for undertaking productivity analysis included factor costs (land, labour, plant & machinery, technology), infrastructure costs (including power, water, fuel), compliance costs, among others.
- **Understanding Efficiency of Production:** The aim was to assess possible efficiency measures that could be employed in the value chain which could facilitate better competitiveness of enterprise/cluster and simultaneously better wages of workers employed.
- **Understanding Worker Welfare:** The aim was to understand conditions for better wages & nature of employment. It also covers welfare measures including social security standards, skill enhancement opportunities & issues around migration of labour, household incomes, women participation, entrepreneurship, among other issues in the food processing sector.
- **Miscellaneous:** The research also aimed to tangentially touch upon issues related investment facilitation, regulatory compliance and Intellectual Property Rights (IPR).

5. Research Methodology

As adopted for Textile & Apparel sector, the following steps were envisaged for the Food Processing sector:

- **Step 1:** Secondary research for getting the overview of the sector, along with initial discussions with key informants.
- **Step 2:** Initial visit for developing reference points
 - Enterprises of all size (including household, micro, small, medium & large) were covered.
 - Different types of enterprises in terms of sub-sectors, products (including niche products, if any), agro-climatic locations, among other parameters, were covered.
 - Different aspects of workers employed across the food processing sector were studied.
- **Step 3:** Analysing the findings of the initial visit & used it to develop reference points using system's approach.
 - Reference point represents the baseline situation across the locations/sub-sectors/products selected for the pilot inquiry.
 - It also acted as a benchmark node for in-depth study of other locations/sub-sectors/products
- **Step 4:** Pan-India Field Inquiry

Again, due to wide range of products, clusters, processes & other parameters of the food processing value-chain, a pan-India inquiry was strategically designed. Some of the key parameters for designing this included:

 - Coverage of major geographical zones
 - Coverage of major sub-sectors involved in Food Processing
 - Development of case-studies of various success stories & niche products in selected locations
 - Coverage of products having existing & potential demand in the market (both domestic & international)

Annexure 4: Categories of the Stakeholders and the key Queries

Category	Details	Key Queries
Workers	Non-managerial, non-supervisory, Manual Workers, Machine Operators, Migrant Workers, Local workers, Contractors	<ul style="list-style-type: none"> Existing Status on Parameters of Quality of Jobs Challenges in ease of living (incl. cost of living and savings) Perception of Government and Enterprises Journey and Aspirations
Worker Unions	Affiliated to Political Parties, Unaffiliated, Regional Groups, Factory-specific Unions	<ul style="list-style-type: none"> Issues in Raising Voice of Workers Perception of Enterprises Historical Evolution of Worker-related issues Region/location-specific issues Demands of Worker Unions
Enterprises and Associations	Households-level ¹⁰ , Micro ¹¹ , Small ¹² Medium ¹³ Large Enterprises ¹⁴ , Industrial Zones (Mega Food Parks), Entrepreneurs, Federation of Indian Chambers of Commerce & Industry (FICCI), PHD Chamber of Commerce and Industry (PHDCCI)	<ul style="list-style-type: none"> Perception on Workers Perception on Remuneration for workers Challenges for starting and operating enterprises Overall state-specific or region-specific challenges to the growth of enterprises
Government Authorities	Relevant State Departments, Societies, District-level Authorities of Industrial and Labour Departments, Skill Development Organisations, Training Research Institutions	<ul style="list-style-type: none"> Perspectives on the overall ecosystem of industrial growth and worker welfare State-wide policies and schemes Implementation-level issues
Civil Society Organisations	Working on livelihood, labour rights and related issues, Research and Development Organisations	<ul style="list-style-type: none"> Perspectives on Worker-issues R&D Ecosystem and its efficiency Ground-level realities and issues

¹⁰ Household Enterprises are unincorporated, nonfarm businesses owned by households. This category includes self-employed people running incorporated businesses (which may or may not employ family or other workers) and family members working in those businesses. (Retrieved from <https://www.imf.org/external/pubs/ft/wp/2015/wp15185.pdf>)

¹¹ Micro Enterprises are those where the investment in plant and machinery or equipment does not exceed one crore rupees and turnover does not exceed five crore rupees (Retrieved from <https://www.rbi.org.in/Scripts/NotificationUser.aspx?Id=11934&Mode=0>)

¹² Small Enterprises are those where the investment in plant and machinery or equipment does not exceed ten crore rupees and turnover does not exceed fifty crore rupees (Retrieved from <https://www.rbi.org.in/Scripts/NotificationUser.aspx?Id=11934&Mode=0>)

¹³ Medium Enterprises are those where the investment in plant and machinery or equipment does not exceed fifty crore rupees and turnover does not exceed two hundred and fifty crore rupees (Retrieved from <https://www.rbi.org.in/Scripts/NotificationUser.aspx?Id=11934&Mode=0>)

¹⁴ Large Enterprises are those where the investment in plant and machinery or equipment exceeds fifty crore rupees and turnover exceeds two hundred and fifty crore rupees

Annexure 5: Status of Jobs in the Textiles & Clothing Sector

Table 2: Cluster-wise snapshot of existing workers' conditions

Sl. No.	Textile & Clothing Clusters T = Textile C = Clothing H = Handloom	Wages	Scope of Skill Enhancement V=Vertical ¹⁵ ; H=Horizontal ¹⁶	Compliance with the Social Security standards	Working conditions (conducive to worker productivity and well-being)	Whether Labour Unions are active?
1.	Bhilwara (T)	Helper-Rs 5,000-6,000 Spinner-Rs 7,000-10,000 Weaver- Rs 7,000-10,000 Dyer- Rs 8,000-10,000	V (Yes), H (No)	No	Unsatisfactory	No
2.	Jaipur (C)	Helper- Rs 6,000-7,000 Stitcher- Rs 12,000-16,000	V (Yes), H (No)	No	Unsatisfactory	No
3.	Kaithoon (Kota) (H)	Handloom Weaver- Rs 8,000-12,000	V (Yes), H (No)	No	The work is carried out in households, hence relatively better conditions	No
4.	Ahmedabad (C)	Helper- Rs 4,000-6,000 Dyer- Rs 8000-10000 Stitcher- Rs 12,000-14,000	V (Yes), H (No)	No	Unsatisfactory	No
5.	Surat (T)	Helper- Rs 5,000-6,000 Weaver- Rs 8,000-10,000	V (Yes), H (No)	No	Unsatisfactory	No
6.	Panipat (T)	Helper-Rs 5,000-6,000k Weaver-Rs 8,000-11,000 Dyer-Rs 7,000-10,000	V (Yes), H (No)	No	Unsatisfactory	No
7.	Ludhiana (C)	Helper-Rs 5,000-6,000 Weaver/Knitter-Rs 7,000-9,000 Dyer-Rs 7,000-9,000 Stitcher-Rs 7,000-12,000	V (Yes), H (No)	No	Unsatisfactory	No
8.	Coimbatore (T)	Helper- Rs 5000-6000 Spinner- Rs 8000-10000	V (Yes), H (No)	No	Unsatisfactory	No
9.	Tiruppur (T&C)	Helper- Rs 7,000-9,000 Weaver/Knitter- Rs 10,000-14,000 Dyer-Rs 8,000-10,000 Stitcher-Rs 12,000-16,000	V (Yes), H (Yes)	No	Good	No
10.	Bhiwandi (T)	Helper- Rs 6,000-7,000 Weaver/Knitter-Rs 8,000-10,000	V (Yes), H (No)	No	Unsatisfactory	No

¹⁵ Vertical skill enhancement refers to the opportunity available with the workers within a single component of Textile & Apparel value chain (E.g. Helper→Machine Operator→ Technical Assistant→Floor Supervisor).

¹⁶ Horizontal skill enhancement refers to the opportunity available with the workers from one to the other components of Textile & Apparel value chain (E.g. Spinning machine operator--> Power loom operator → Dyeing machine (Stenter) operator→ Tailor).

Annexure 6 :Status of Jobs & Classifications in the Food Processing Sector

Punjab

Sl No.	Product-category of Enterprise	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Average Wage (INR/month)	
1	Ice-cream	Small	Core Processing	6	9100	<p>Social Security: For informal workers in transportation and packaging, no social security as they are not registered</p> <p>Occupational Hazards: Exposure to extremely low temperatures in storage operations</p> <p>Skill Enhancement: Poor scope except for quality check, which requires scientific knowledge regarding food quality</p> <p>Collectivism: Nil</p>
			Packaging	4	7800	
			Transportation	13	7800	
			Quality Check	2	13300	
2	Snacks	Micro (Unorganised)	Sorting	3	6500	<p>Social Security: None for informal workers engaged in sorting</p> <p>Scope of skill enhancement: Negligible</p> <p>Occupational Hazards: Work involves operations on fuel (LPG) and fire (gas stoves)</p> <p>Collectivism: Nil</p>
			Core Processing	2	9100	
3	Amla and Apple Candy	Micro (Unorganised)	Sorting	2	7280	Same as above
			Core Processing	3	8320	
			Packaging	3	6500	
4	Bakery	Large	Helper	12	5200	<p>Social Security coverage to all registered workers but not workers employed through contractors</p> <p>Occupational Hazards: High voltage machinery, sharp machines</p> <p>Scope of skill enhancement: only in areas that require technical qualifications, none otherwise</p> <p>Collectivism: Nil</p>
			Sorting	25	6500	
			Machine Operator	28	9100	
			Supervisor	28	15000	
			Packaging	70	9000	
			Logistics	150	9100	

Sl No.	Product-category of Enterprise	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Average Wage (INR/month)	
5	Bakery, Sauce	Medium	Helper	7	6110	Same as above
			Sorting	15	6500	
			Machine Operator	25	9100	
			Supervisor	25	13500	
			Packaging	50	7800	
			Logistics	100	7800	
6	Sauce, Ketchup	Medium	Helper	5	5720	Same as above
			Sorting	10	6500	
			Machine Operator	13	8320	
			Supervisor	13	14500	
			Packaging	20	9100	
			Logistics	50	6500	
7	Dairy Milk Processing	Micro	Helper	6	6500	Same as above
			Machine Operator	10	7800	
			Packaging	10	6500	
			Quality Check	2	12000	
			Loading-unloading	8	6500	
			Logistics	6	6500	
8	Ketchup	Micro	Helper	1	5200	Social Security: Nil for informal workers like helpers and loading-unloading workers Scope of Skill Enhancement: Limited for non-technical skills Occupational Hazards: Low Collectivism: Nil
			Machine Operator	4	9100	
			Packaging	4	9100	
			Loading-unloading	6	6500	
9	Rice Shelling	Micro	Helper	1	6500	Same as above
			Machine Operator	3	7800	
			Packaging	4	6500	
10	Sugar Factory	Large	Helper	6	7540	Social Security coverage to all registered workers but not workers employed through contractors
			Machine Operator	30	10300	

SI No.	Product-category of Enterprise	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Average Wage (INR/month)	
			Packaging	36	7800	Occupational Hazards: High voltage machinery, sharp machines, exposure to chemicals Scope of skill enhancement: only in areas that require technical qualifications, none otherwise Collectivism: Nil
			Loading-unloading	30	7280	
11	Distillery	Large	Helper	2	7540	Same as above
			Machine Operator	10	10300	
			Bottling	50	7280	
			Packaging	30	7280	
			Loading-unloading	8	7800	
12	Gluten-free Wheat	Micro	Sorting and grading	3	13000	Scope of Skill Enhancement: High for technical. Although in the non-technical segment, the importance of existing skills is significant, but efforts to ensure newer skills are largely absent. Social Security: Not for unregistered workers Occupational Hazards: High Voltage Machinery Collectivism: Nil
			Machine operator	3	10400	
			Packaging	2	7800	
			Logistics	2	7800	
13	Edible Oil (Rice Bran to Oil)	Small	Helper	3	5200	Social Security: Nil for informal workers like helpers and loading-unloading workers Scope of Skill Enhancement: Limited for non-technical skills Occupational Hazards: Low Collectivism: Nil
			Machine Operator	5	9100	
			Packaging	7	7280	
			Loading-unloading	7	7280	

Andhra Pradesh

Sl. No.	Product-category of Enterprise (NIC Code)	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Wage (INR/month)	
1	Aqua Processing	Large	Non-technical - Women	2400	10000	<p>Social Security: For all registered employees but nil for informal workers and floating workers</p> <p>Occupational Hazards: Excessively low ambient temperatures within the factories, high voltage refrigeration machines</p> <p>Collectivism: Nil</p> <p>Scope of Skill Enhancement: High for technical. Although in the non-technical segment, the importance of existing skills is significant, efforts to ensure newer skills are largely absent.</p>
			Non-technical - Men	600	10000	
			Floating Workers	375	9000	
2	Shrimp Processing	Medium	Non-technical (Sorting, Peeling, Machine Operator, Packing, Storing)	60	11200	Same as Above
			Technical (Quality Check, Supervisory, Accounts)	10	16800	
3	Chilly Processing	Small	Tip Cutting	200	7000	<p>Social Security: Nil for a large number of informal workers engaged in tip-cutting</p> <p>Occupational Hazards: Respiratory problems, skin disorders, eye-related issues, high voltage and sharp machinery</p> <p>Scope for Skill Development: Poor for non-technical workers</p> <p>Collectivism: Nil</p>
			Machine Operators	24	9800	
			Stitching of sacks, loading-unloading	30	7700	
4	Mango/ Tomato	Medium	Grading-Women	9	5600	Social Security: Nil for informal workers

Sl. No.	Product-category of Enterprise (NIC Code)	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Wage (INR/month)	
	Pulping		Grading - Men	3	7000	Occupational Hazards: High voltage, sharp machinery Scope of Skill Enhancement: Poor for non-technical skills Collectivism: Nil
			Tip Cutting	15	5600	
			Machine Operators	6	14000	
			Loading-unloading	9	8400	
5	Cashew Processing	Micro	Grading	12	5600	Social Security: Not for unregistered/informal workers Occupational Hazards: Sharp cutting tools Collectivism: Regional Labour Union for the entire Cluster Scope of Skill Enhancement: For manual workers, the importance of existing skills is significant, but efforts to ensure uptake of newer skills are largely absent
			Machine Operators	3	9000	
			Cutting & Peeling	24	10290	
			Packaging	4	7000	
6	Coconut Oil	Micro (Unorganised)	Helper	2	5600	Social Security: Not for informal workers like helpers and packaging workers Occupational Hazards: Exposure to high temperatures and fuel Collectivism: Nil Scope for Skill Enhancement: Nil
			Machine Operators	2	8000	
			Packaging	4	5600	
7	Virgin coconut Oil	Small	Helper	6	5600	Social Security: Not for informal workers like helpers and packaging workers Occupational Hazards: Exposure to high voltage and sharp machinery Collectivism: Nil Scope for Skill Enhancement: Not in non-technical jobs
			Machine Operators	9	8000	

Assam

Sl. No.	Product-category of Enterprise (NIC Code)	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Wage (INR/month)	
1	Aqua Processing	Large	Non-technical - Women	2400	10000	<p>Social Security: For all registered employees but nil for informal workers and floating workers</p> <p>Occupational Hazards: Excessively low ambient temperatures within the factories, high voltage refrigeration machines</p> <p>Collectivism: Nil</p> <p>Scope of Skill Enhancement: High for technical. Although in the non-technical segment, the importance of existing skills is significant, efforts to ensure newer skills are largely absent.</p>
			Non-technical - Men	600	10000	
			Floating Workers	375	9000	
2	Shrimp Processing	Medium	Non-technical (Sorting, Peeling, Machine Operator, Packing, Storing)	60	11200	Same as Above
			Technical (Quality Check, Supervisory, Accounts)	10	16800	
3	Chilly Processing	Small	Tip Cutting	200	7000	<p>Social Security: Nil for a large number of informal workers engaged in tip-cutting</p> <p>Occupational Hazards: Respiratory problems, skin disorders, eye-related issues, high voltage and sharp machinery</p> <p>Scope for Skill Development: Poor for non-technical workers</p> <p>Collectivism: Nil</p>
			Machine Operators	24	9800	
			Stitching of sacks, loading-unloading	30	7700	
4	Mango/ Tomato	Medium	Grading- Women	9	5600	Social Security: Nil for informal workers

Sl. No.	Product-category of Enterprise (NIC Code)	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Wage (INR/month)	
	Pulping		Grading - Men	3	7000	Occupational Hazards: High voltage, sharp machinery Scope of Skill Enhancement: Poor for non-technical skills Collectivism: Nil
			Tip Cutting	15	5600	
			Machine Operators	6	14000	
			Loading-unloading	9	8400	
5	Cashew Processing	Micro	Grading	12	5600	Social Security: Not for unregistered/informal workers Occupational Hazards: Sharp cutting tools Collectivism: Regional Labour Union for the entire Cluster Scope of Skill Enhancement: For manual workers, the importance of existing skills is significant, but efforts to ensure uptake of newer skills are largely absent
			Machine Operators	3	9000	
			Cutting & Peeling	24	10290	
			Packaging	4	7000	
6	Coconut Oil	Micro (Unorganised)	Helper	2	5600	Social Security: Not for informal workers like helpers and packaging workers Occupational Hazards: Exposure to high temperatures and fuel Collectivism: Nil Scope for Skill Enhancement: Nil
			Machine Operators	2	8000	
			Packaging	4	5600	
7	Virgin coconut Oil	Small	Helper	6	5600	Social Security: Not for informal workers like helpers and packaging workers Occupational Hazards: Exposure to high voltage and sharp machinery Collectivism: Nil Scope for Skill Enhancement: Not in non-technical jobs
			Machine Operators	9	8000	

Meghalaya & West Bengal

Sl.No.	Product-category of Enterprise (NIC Code)	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Wage (INR/month)	
1	Aqua Processing	Large	Non-technical - Women	2400	10000	<p>Social Security: For all registered employees but nil for informal workers and floating workers</p> <p>Occupational Hazards: Excessively low ambient temperatures within the factories, high voltage refrigeration machines</p> <p>Collectivism: Nil</p> <p>Scope of Skill Enhancement: High for technical. Although in the non-technical segment, the importance of existing skills is significant, efforts to ensure newer skills are largely absent.</p>
			Non-technical - Men	600	10000	
			Floating Workers	375	9000	
2	Shrimp Processing	Medium	Non-technical (Sorting, Peeling, Machine Operator, Packing, Storing)	60	11200	Same as Above
			Technical (Quality Check, Supervisory, Accounts)	10	16800	
3	Chilly Processing	Small	Tip Cutting	200	7000	<p>Social Security: Nil for a large number of informal workers engaged in tip-cutting</p> <p>Occupational Hazards: Respiratory problems, skin disorders, eye-related issues, high voltage and sharp machinery</p> <p>Scope for Skill Development: Poor for non-technical workers</p> <p>Collectivism: Nil</p>
			Machine Operators	24	9800	
			Stitching of sacks, loading-unloading	30	7700	
4	Mango/	Medium	Grading- Women	9	5600	Social Security: Nil for informal

Sl.No.	Product-category of Enterprise (NIC Code)	Classification of Enterprise based on Scale	Number and Wages of different types of workers			Key Attributes of Other Parameters of Good and Better Jobs (Social Security, Working Conditions, Scope of Skill enhancement and Opportunity for Collectivism)
			Type	Number	Wage (INR/month)	
	Tomato Pulping		Grading - Men	3	7000	workers Occupational Hazards: High voltage, sharp machinery Scope of Skill Enhancement: Poor for non-technical skills Collectivism: Nil
			Tip Cutting	15	5600	
			Machine Operators	6	14000	
			Loading-unloading	9	8400	
5	Cashew Processing	Micro	Grading	12	5600	Social Security: Not for unregistered/informal workers Occupational Hazards: Sharp cutting tools Collectivism: Regional Labour Union for the entire Cluster Scope of Skill Enhancement: For manual workers, the importance of existing skills is significant, but efforts to ensure uptake of newer skills are largely absent
			Machine Operators	3	9000	
			Cutting & Peeling	24	10290	
			Packaging	4	7000	
6	Coconut Oil	Micro (Unorganised)	Helper	2	5600	Social Security: Not for informal workers like helpers and packaging workers Occupational Hazards: Exposure to high temperatures and fuel Collectivism: Nil Scope for Skill Enhancement: Nil
			Machine Operators	2	8000	
			Packaging	4	5600	
7	Virgin coconut Oil	Small	Helper	6	5600	Social Security: Not for informal workers like helpers and packaging workers Occupational Hazards: Exposure to high voltage and sharp machinery Collectivism: Nil Scope for Skill Enhancement: Not in non-technical jobs
			Machine Operators	9	8000	