

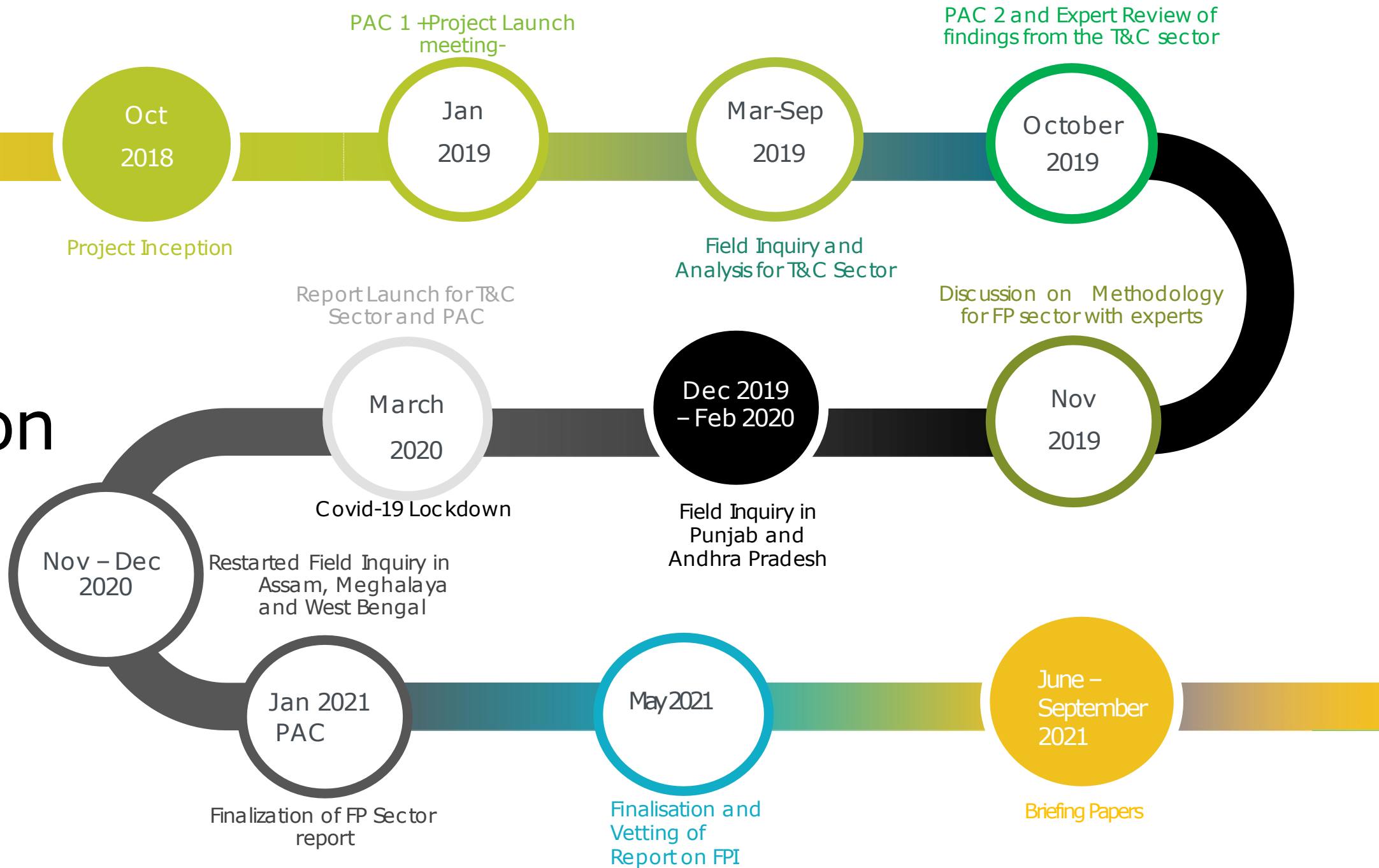
Good and Better Jobs in India

Progress So Far & Way Forward

31st May, 2021



Evolution of the Project



Strengthening the Discourse on Good and Better Jobs in India

Supported By: The Ford Foundation

Good and Better Jobs

- Income
- Working Conditions
- Social Security
- Skill Development Opportunities
- Collective Voice

Labour Intensive Sectors

Covered So Far..

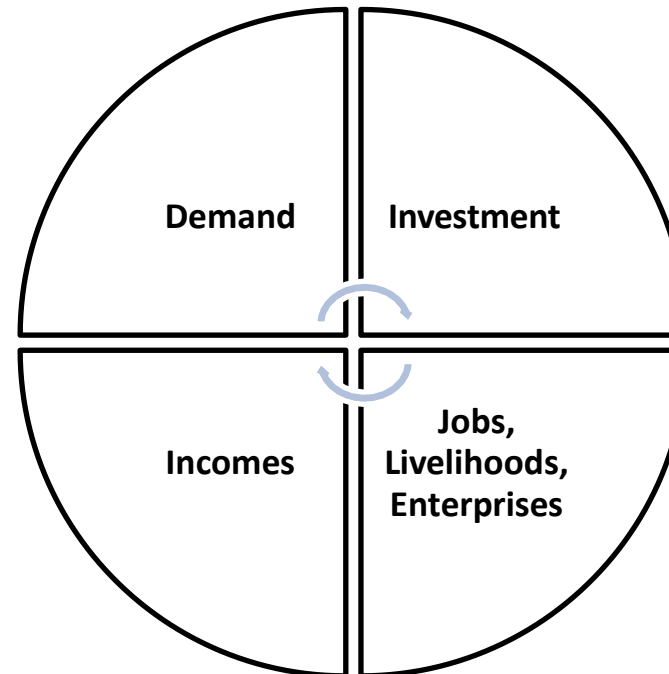
- Textiles and Clothing
- Food Processing

Discourse Strengthening Strategies

- Reports
- Advocacy Events with Stakeholders
- Articles, Issue Notes, Slide-Decks
- Dossier
- Webinars
- **Upcoming: Briefing Papers**

The Anchoring Node:

“Engine of Growth”

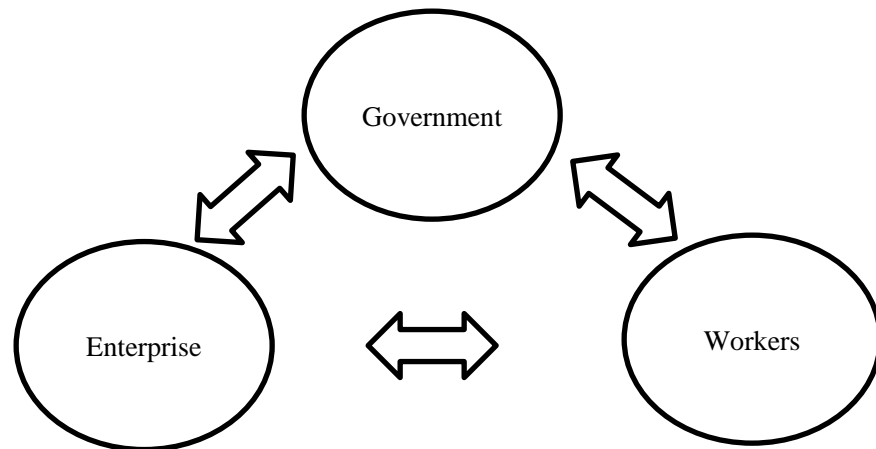


Learnings : Conditions for Good & Better Jobs

1. Renewed Contract

Binding Principles of System

- Trust/ Mutual Respect
- Acknowledgement of Inter-dependency
- Shared Vision and Perspectives for Growth



2. Changed Nature of System

Government

- Enterprise Well-being = Worker Well-being = Economic Growth
- Need of Regulation = To control behavior of System for Shared Vision
- Schemes/benefits to be benchmarked to shared vision
- No permanent regulation, ultimate aim to guide system to auto-pilot mode

Enterprises

Existing Priorities

- Cost Reduction (Raw material, logistics, utility, land, power, transport, “labour”)
- Ease of Regulations/Approvals/Clearances
- Expanding (scaling up production capacity)
- Market Capture/ Sales Turnover
- Means of Market Capture = Scaled-up production
- Bottom Line/ Profits

Required Priorities

- Product-diversification for Market Capture
- Valuing worker’s as assets and not “labour costs”
- Doing away with Machines > Workers mindset (for economic sense)
- Worker welfare not as obligation but a business-case (not just social cause)
- Investing in next generation of managers valuing workers (and entrepreneurs in them)

Learnings : Conditions for Good & Better Jobs

3. Changed Paradigms and Metrics

Shared Vision and Perspectives for Growth

Economy's Growth = Sector Growth = Enterprise Growth = Worker Well-being

Metrics:

- Growth/ Economy's Well-being = Quality of Life of People
- Parameters of Jobs (Income, Social Security, Skill) = Not mere numbers of checkboxes but dynamic variables having potential of growth, increment and translation into people's well-being
- Means of Growth = Growth that ensures well-being of workers while ensuring well-being of enterprises
- Productivity/ Efficiency of Production: Not just maximum volume of production from minimum resources (costs) but Optimal Production of Goods (Quality and Quantity) with Worker well-being as a driver and not outcome

4. Calibrated Strategy for Implementation

Immediate - Term

- Linking policy benefits to performance on worker well-being
- Support to human-centric enterprises for growth (economies of scope)
- Changing goal posts of worker-welfare from static numbers to dynamic variables
- Technology-based M&E of enterprise-worker-government system

Medium - Term

- Objectives: Filling the missing middle in enterprises, a middle that adheres to changed metrics of growth and well-being
- Capacity building of enterprises to nurture like-minded ones
- Technology and Social-media based transparency and accountability of enterprise-government-worker system for ensuring realisation of shared vision

Long - term

- Objective: Auto-pilot governance structures for facilitating system's functioning
- "Minimum government, minimum regulations (light-touch regulations) & maximum well-being"
- Publicity of "Inclusive Economy in Play" to garner investments (Similar to Sustainability Finance, banking on "inclusivity finance")

Outputs

- **Articles: 18**
 - Labour rights, employment policy, strategies for economic growth
- **Webinars: 3**
 - Human Capital for sustainable economic growth, Labour reform for human centric growth, Labour to be viewed as human capital (Textile & Clothing Sector)
- **Reports: 2**
 - Report on Textiles & Clothing Sector of India
 - Report on the Food Processing Sector
- **Slide-decks: 2**
 - Models for facilitating worker welfare in India
 - Rebuilding the Future of Work: Mitigating the impact of COVID 19 crisis on informal workforce
- **Issue Note on Labour Codes of India**
- **Suggestions on Draft Rules under the three Labour Codes**
- **Presentation to Government of Rajasthan**
- **Suggestions to the Prime Minister's Economic Advisory Council on Textiles and Clothing Sector**
- **PAC meetings: 5**
- **Briefing Paper: 1 (published), 4 (upcoming)**

Briefing Papers

Sl. No.	Topic	Details	Timeline
1	Inequality and post-Covid Recovery	<ul style="list-style-type: none">• Narratives around post-covid health of the economy, wealth generation and distribution and equitable manufacturing landscape.• To be a factual briefing paper and not a completely rhetoric one.• To include inequality of wealth/income, and also access to other G&B Job parameters like skills, social security and perspectives of informality.	June
2	How labour welfare is governed in India?	<ul style="list-style-type: none">• A reflection of the intent behind labour legislations so far, the institutions tasked with implementing them and governance structures.• Post consolidation of labour laws into codes, what changes are there in the governance structures, the challenges and way forward.• To include a case study of non-conventional employment arrangements (gig/platform workers) and applicability of labour laws and safety nets for such workers.	July

Briefing Papers

3	Women and the Indian Economy: Gender Perspectives on Jobs, Entrepreneurs and Enterprises	<ul style="list-style-type: none">• To focus on gender-related aspects of the workforce, challenges faced by women in the workforce, gendered wages, stereotyping of tasks and other challenges and way forward• To include women entrepreneurs running MSMEs, informal sector workers and sector-specific case studies (from Textile & Clothing and Food Processing sectors)	August
4	What are migrant workers? : An assessment of migrant workers, their role, challenges and contribution to the Indian economy	<ul style="list-style-type: none">• Not a mere assessment of hardships faced by the migrants during Covid, but rather a review of reports that talked about such covid-related concerns to synthesise basic structural and behavioral challenges faced by migrant workers.• Political-economy of migrant workers, social capital of such workers, stereotyping of jobs, exploitative mindsets of employers, amongst others.• To also focus on employer-employee relationships, contractual nature of arrangements and their impact on workers and relationships between migrant worker-production-employer.	September

Thank You

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