



**Roundtable on Future of Jobs in India**  
**May 8, 2018 | Goa**  
**Event Report**

**1. Objective of the meeting:**

The roundtable discussion fulfilled the following objective:

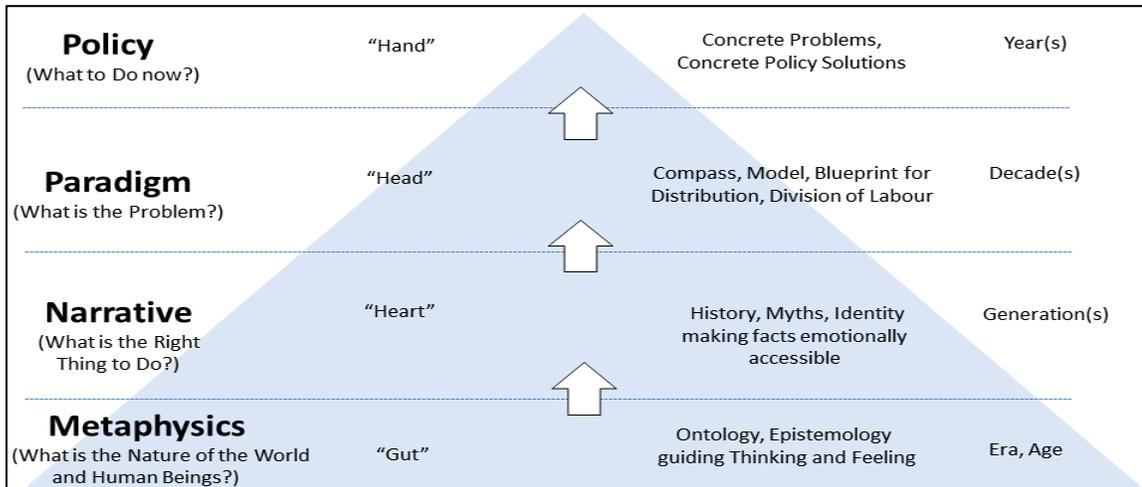
Identify and map the current discourse communities and the actors driving the discourses in the context of future of jobs in India

**2. Discourse Mapping Exercise:**

Transformative Change Making (TCM) helps to create an informed strategy debate over the entry point for the change narrative. In order to debate on the strategy for change on an informed basis, it is necessary to get an understanding of the political field which further provides the basis for creating that change narrative.

Discourse mapping helps to visualise that political field, by mapping various discourse communities and the actors driving those discourses. It enables the participants to identify the centre of political gravity and to locate the best entry point for the change narrative.

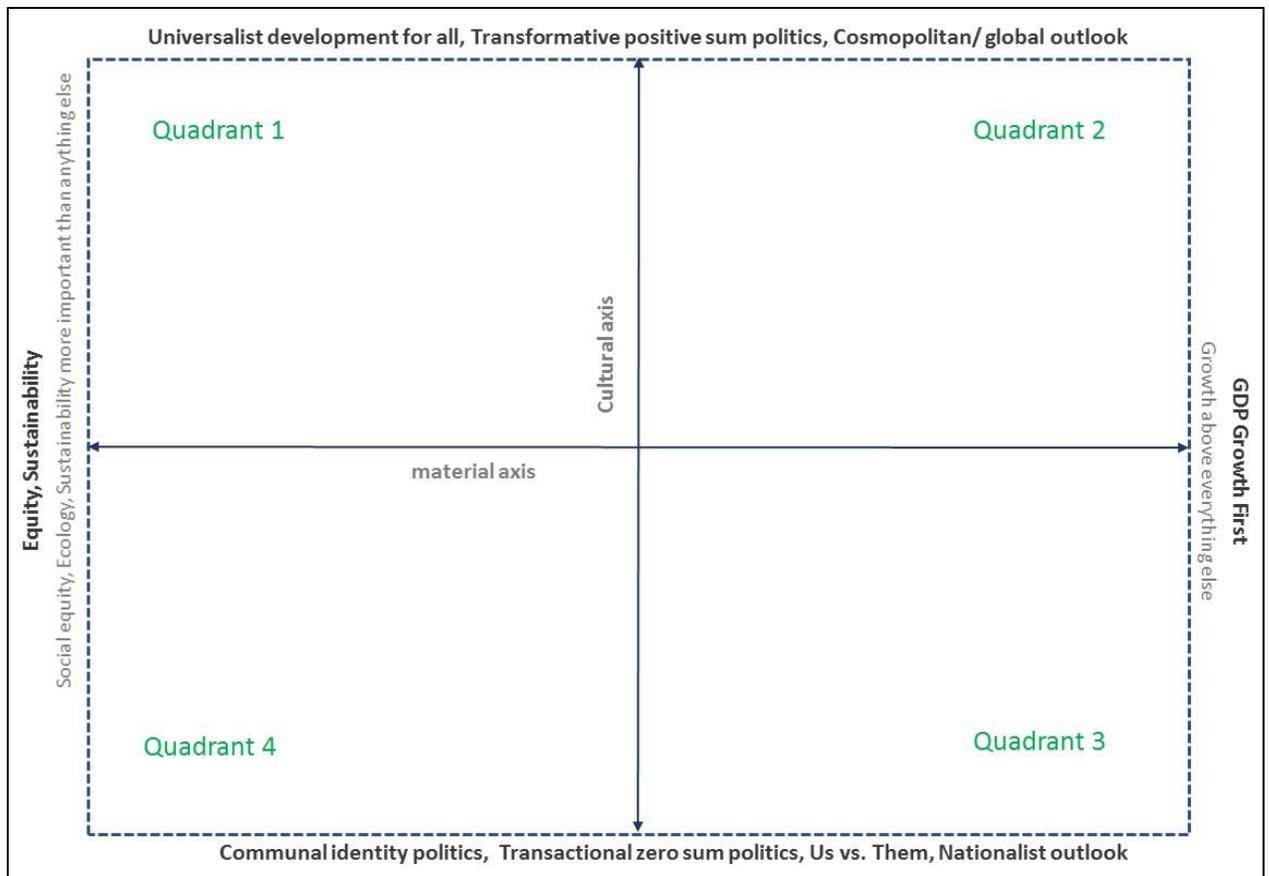
Discourses have many layers. The innermost layer is the Metaphysical Discourse which puts forth one's view of the world and human nature (School of Thought). The Narrative Discourse explains 'What is the right thing to do?'. The Paradigm Discourse identifies the problem (or what needs to be done?). Policy Discourse is the outermost layer, which explains how it is to be done.



the purpose of this exercise, the participants focused **only the Paradigm and the Narrative layers**.

### Step 1: Coordinates for mapping the discourses

The coordinates reflect the main conflicts lines. The group discussed on the already proposed conflict lines. **Material axis** was chosen as the horizontal axis and the **cultural axis** as the vertical axis. These conflicts tend to be governed by different actors, logics and considerations and hence are fairly independent of each other. In order to reflect the conflict of inclusion and exclusion on the cultural axis, the participants chose the cultural conflict between **Universalist Outlook** (developmental politics) and **Communal Outlook** (identity politics). On the material axis, the conflict between 'Equity and Sustainability' (social equity, ecology, sustainability) and 'GDP Growth first' was chosen.



## Step 2: Identification of discourses

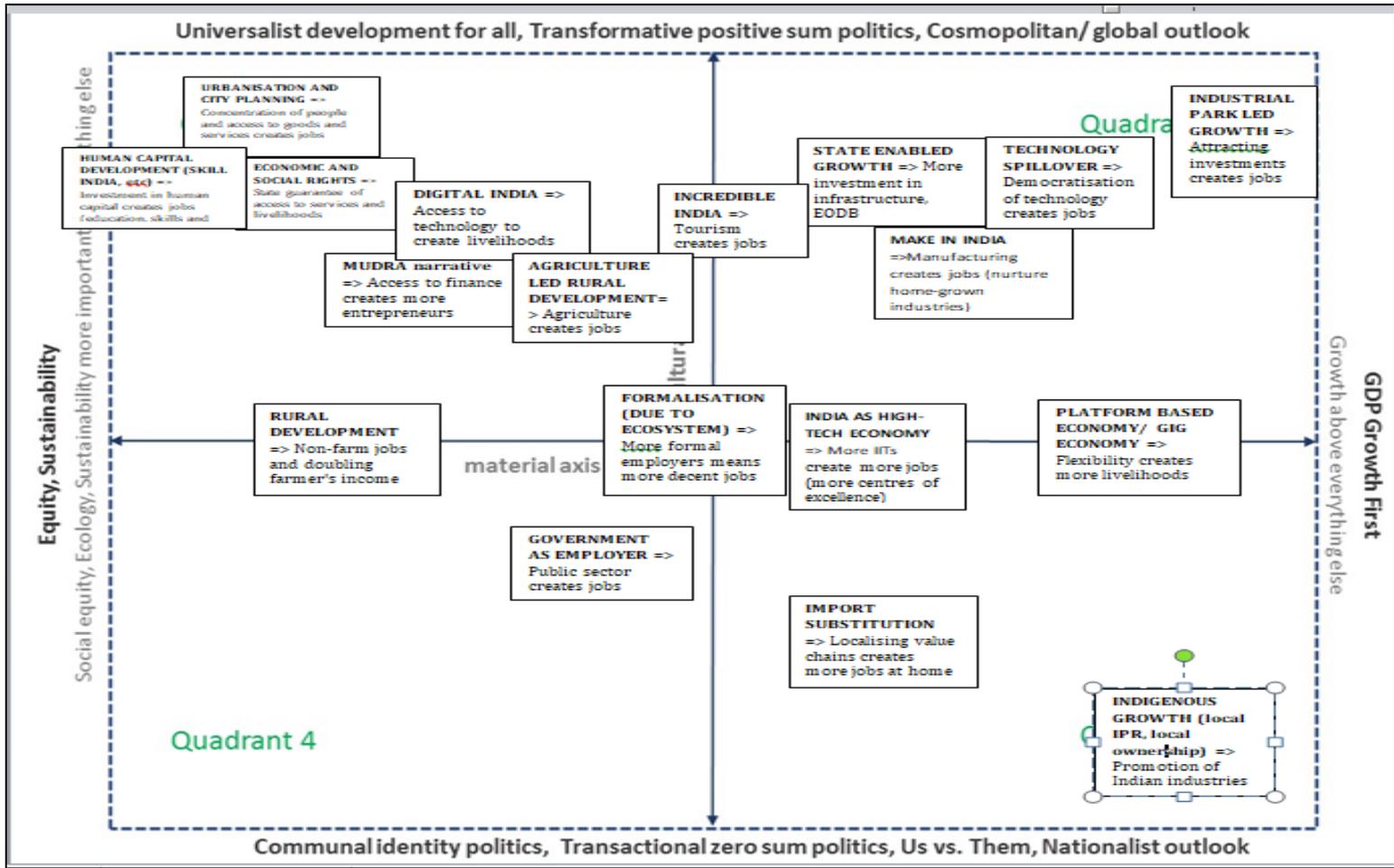
The following 18 current discourse communities were identified.

	<b>Development Narrative (What is the right thing to do?)</b>	<b>Job Creation Paradigm (Why do we need to do this?)</b>
<b>Discourse Community 1</b>	Agriculture and handicraft-led rural development	Agriculture creates jobs => help farmers
<b>Discourse Community 2</b>	Make in India	Manufacturing creates jobs (nurture home-grown industries for international competition)

<b>Discourse Community 3</b>	India as a high-tech economy	More IITs create more jobs (more centres of excellence), advance research investments
<b>Discourse Community 4</b>	Technology spill over	Democratisation of technology creates jobs
<b>Discourse Community 5</b>	Import substitution	Localising value chains creates more jobs at home
<b>Discourse Community 6</b>	Indigenous growth (local IPR, local ownership)	Promotion of Indian industries
<b>Discourse Community 7</b>	Digital India	Access to technology to create livelihoods
<b>Discourse Community 8</b>	MUDRA narrative	Access to finance creates more entrepreneurs
<b>Discourse Community 9</b>	Government as employer	Public sector creates jobs
<b>Discourse Community 10</b>	Industrial park led growth	Attracting investments creates jobs
<b>Discourse Community 11</b>	State enabled growth	More investment in infrastructure, EODB
<b>Discourse Community 12</b>	Formalisation (due to ecosystem)	More formal employers means more decent jobs
<b>Discourse Community 13</b>	Platform based economy/ gig economy	Flexibility creates more livelihoods/ platforms connect supply & demand and creates jobs
<b>Discourse Community 14</b>	Urbanisation and city planning	Concentration of people and access to goods and services creates jobs
<b>Discourse Community 15</b>	Rural development	Non-farm jobs and doubling farmer's income
<b>Discourse Community 16</b>	Economic and social rights	State guarantee of access to services and livelihoods
<b>Discourse Community 17</b>	Human capital development (Skill India, etc)	Investment in human capital creates jobs (education, skills and healthcare)
<b>Discourse Community 18</b>	Incredible India	Tourism creates jobs

### Step 3: Mapping of identified Discourses

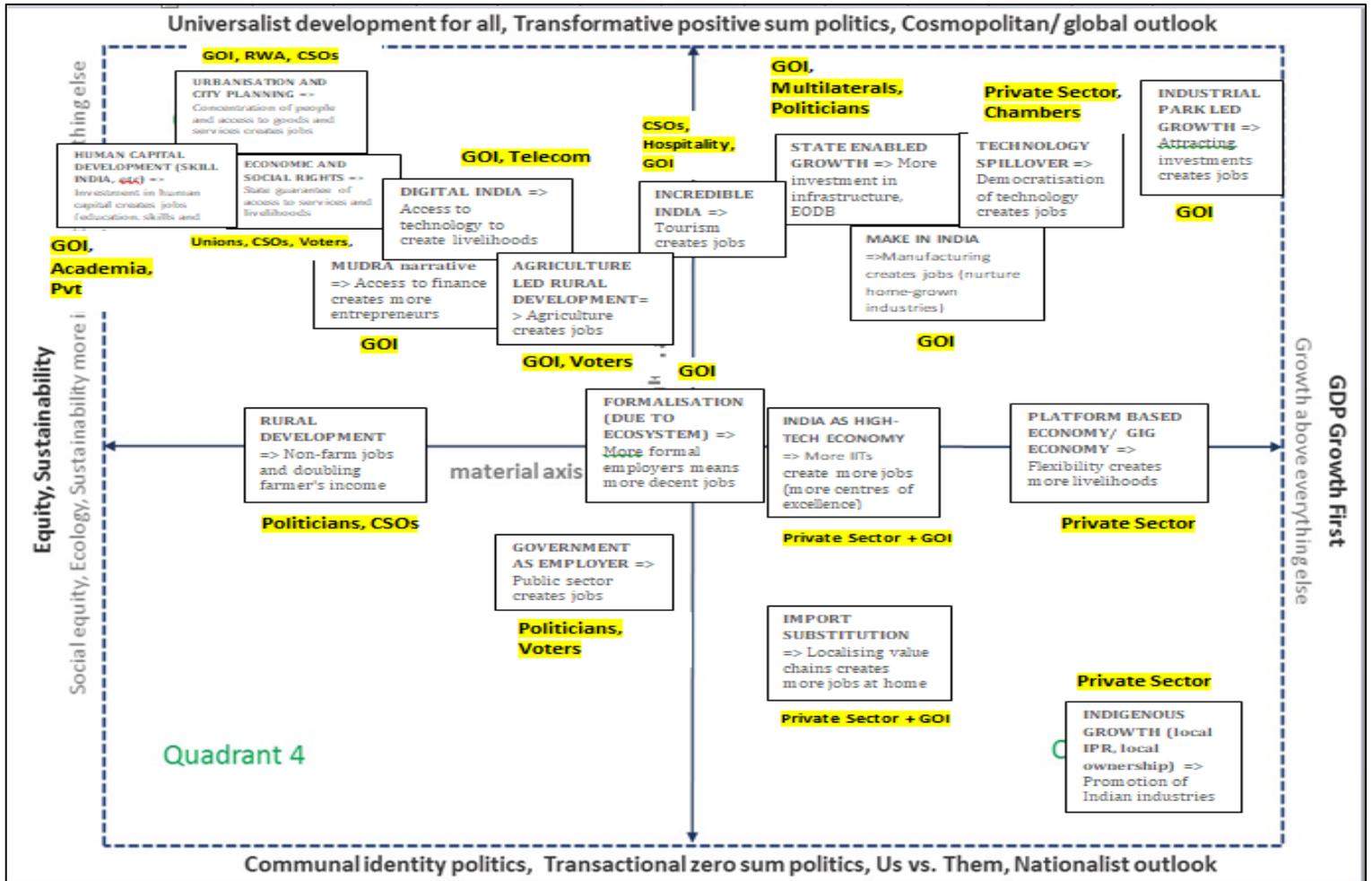
The identified discourses were mapped onto the coordinate system.



#### Step 4: Mapping of Actors

The mapping exercise is followed by identification of the actors propelling those discourses. These actors included the **government and political parties** (main players); **voters, civil society organizations, worker’s unions** (social groups) and **private entities and chambers** (economic groups).

Government is an important actor propelling majority of the current discourses on job creation.



### Step 5: Identifying Centre of Political Gravity

**Centre of political gravity** helps to identify the opinions that carry more weight in the minds of the decision makers. The centre of political gravity enables one to understand the dominant discourses and powerful actors on the discourse map. The further away the actors are located from the centre of political gravity, the narrower is their political room for manoeuvre. The point is to further understand the pressures, interdependencies and complexities decision makers are facing.

In the exercise, the centre of political gravity was placed in the **Quadrant 3** close to the material axis, while the majority of the discourses are placed in the first and the second quadrant. Discourses like **'India as high-tech economy'**, **'import substitution'**, **'platform-based economy'** and **'indigenous growth (local IPR, local ownership)'** are located in the third quadrant. It appears that the decision makers are motivated by the GDP-led growth paradigm, which is propelled by the private sector.

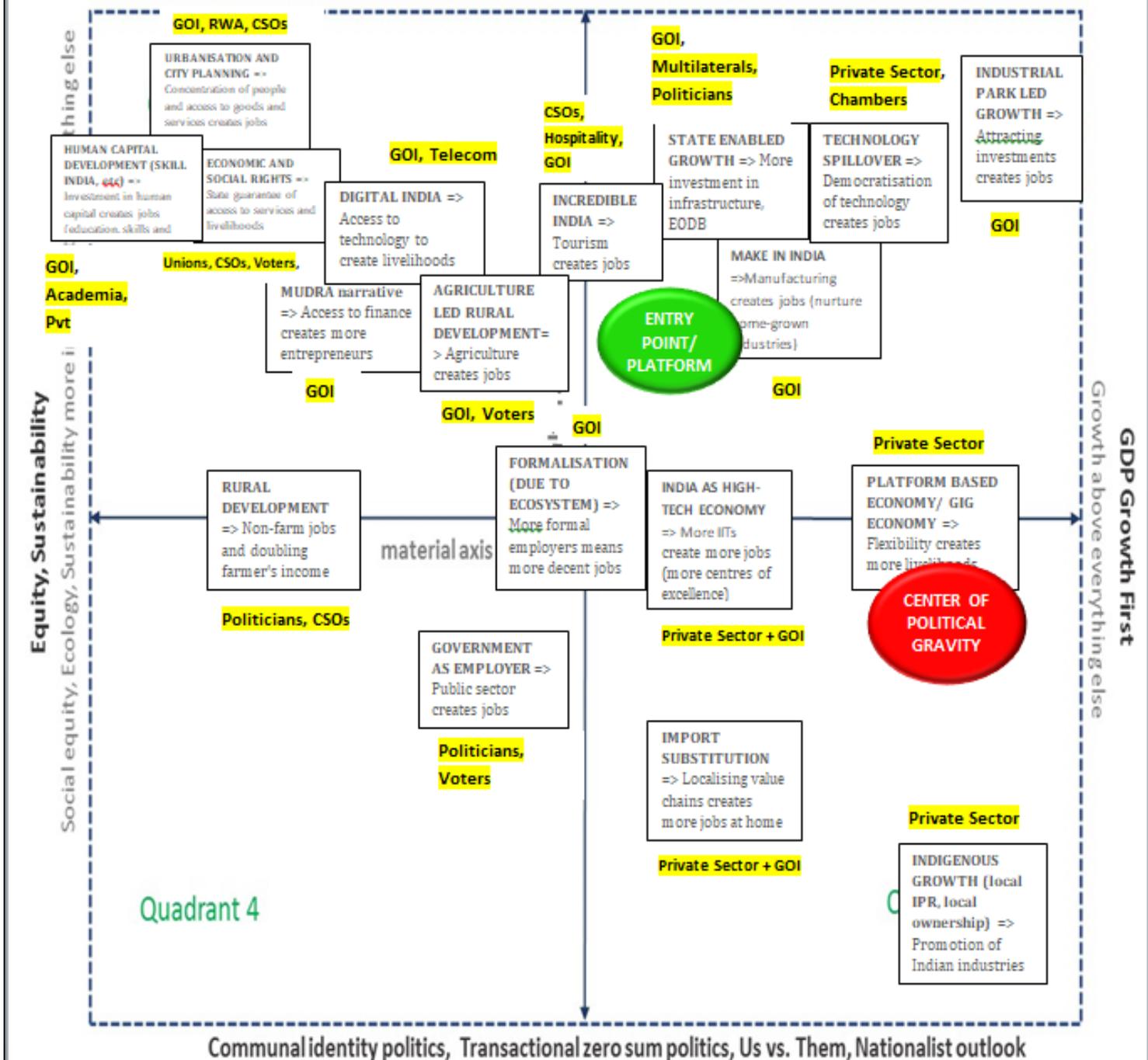
The current narrative on jobs revolves around promoting domestic manufacturing and localizing value chains. The participants believed that as India has a huge unmet demand, investments to promote domestic consumption of goods and services and building the technological capacity of the country can foster job creation.

### **Step 6: Discussing and Identifying the Entry Point**

The ultimate objective of the discourse mapping exercise is to deliberate and identify the entry point that will allow the change narrative to resonate with as many discourse communities as possible. The participants identified discourses like 'India as high-tech economy' and 'Make in India' as dominant discourses with respect to future of jobs in India and believed that the entry point should be located in proximity to these discourses. In this exercise, the entry point was placed in the **Quadrant 2**, quite close to the cultural axis as well as the material axis.

Role of the government is to create social mobility. The private sector is majorly responsible for creating jobs. Hence, the participants were of the opinion that alliances for change narrative cannot be built without accommodating business interests (growth of private sector). Discourses propelled by the private sector or the ones that will provide boost to private sector growth are located in the region quite close to the material axis.

Universalist development for all, Transformative positive sum politics, Cosmopolitan/global outlook



**3. Comparison with Discourse Map prepared during Delhi Discussion (on June 3, 2017):**

		<b>Goa</b>		<b>Delhi</b>	
		<b>Development Narrative (What is the right thing to do?)</b>	<b>Job Creation Paradigm (Why do we need to do this?)</b>	<b>Development Narrative (What is the right thing to do?)</b>	<b>Job Creation Paradigm (Why do we need to do this?)</b>
<b>Similar Discourses</b>					
1.	Agriculture and handicraft-led rural development	Agriculture creates jobs => help farmers	Self-Sufficient, Rural development	Farm + Non-farm jobs	
2.	Make in India	Manufacturing creates jobs (nurture home-grown industries for international competition)	Manufacturing led growth	Manufacturing creates jobs	
3.	Rural development	Non-farm jobs and doubling farmer's income	Rural development	Farm + non- farm jobs	
4.	Human capital development (Skill India, etc)	Investment in human capital creates jobs (education, skills and healthcare)	Human Development	Full capabilities creates livelihoods	

<b>Other Discourses</b>					
		<b>Goa</b>		<b>Delhi</b>	
		<b>Development Narrative (What is the right thing to do?)</b>	<b>Job Creation Paradigm (Why do we need to do this?)</b>	<b>Development Narrative (What is the right thing to do?)</b>	<b>Job Creation Paradigm (Why do we need to do this?)</b>
1.	India as a high-tech economy	More IITs create more jobs (more centres of excellence), advance research investments	1.	Digital revolution/ 4 <sup>th</sup> industrial revolution	IT industry creates jobs
2.	Technology spillover	Democratisation of technology	2.	Laissez-faire/ market led growth	Entrepreneurs create jobs

		creates jobs			
3.	Industrial park led growth	Attracting investments creates jobs	3.	Free trade creates growth	Coastal economic zones create jobs
4.	Indigenous growth (local IPR, local ownership)	Promotion of Indian industries	4.	Demand led inclusive growth	Domestic consumption
5.	State enabled growth	More investment in infrastructure, EODB	5.	Quality growth	Employment intensive
6.	Platform based economy/ gig economy	Flexibility creates more livelihoods/ platforms connect supply & demand and creates jobs	6.	Local communities find their own path to development	Communities create jobs
7.	MUDRA narrative	Access to finance creates more entrepreneurs	7.	De-grow to save the planet (de-growth)	Self-sufficient livelihoods
8.	Government as employer	Public sector creates jobs	8.	Green growth	Energy transformation creates jobs
9.	Formalisation (due to ecosystem)	More formal employers means more decent jobs	9.	Sustainable development	-
10.	Urbanisation and city planning	Concentration of people and access to goods and services creates jobs	10.	Leave no one behind	-
11.	Incredible India	Tourism creates jobs			
12.	Import substitution	Localising value chains creates more jobs at home			
13.	Digital India	Access to technology to create livelihoods			



- In Delhi, 'Rural Development' discourse was placed in both first as well as third quadrant. The discourse placed in first quadrant was driven by the Gandhian ideal of creation of self-sufficient village economy. On the other hand, rural development in third quadrant indicates that creation of more farm and non-farm jobs is necessary to contribute to GDP of the country.
- In Delhi, discourse on 'Human Development' was placed in the second quadrant, whereas it was located in the first quadrant by the participants in Goa.
- The Centre of Political Gravity and the Entry Point in both the discourse maps in Delhi and Goa were placed in the third and the second quadrant respectively.

#### **4. Conclusions:**

- Although the axes in both Delhi and Goa remained unchanged, some similar discourses were placed in different quadrants in the two discussions. This indicates that diverse groups may have different perceptions on the same discourses.
- Variation in these perceptions indicates that stakeholders come from different backgrounds and hence have different set of principles that govern their viewpoints.
- However, opinions of stakeholders are influenced by the current political situation of the country. Hence, these opinions may be valid only for that particular period and may change from time-to-time.
- In the process of this exercise, people also recognise the position of other stakeholders on the political field and hence, identify potential alliances in order to bridge the centre of political gravity to the entry point.

## 5. Agenda:

Time	Activity
9:00 am-9:30 am	Registration and Tea
9:30 am - 10:00 am	<ul style="list-style-type: none"><li>• <b>Welcome Address:</b> - Pradeep S Mehta, Secretary General, CUTS International - Patrick Ruether, Resident Representative, FES India</li></ul>
10:00 am – 10:30 am	Overview of the Initiative
10:30 am – 1:00 pm	<ul style="list-style-type: none"><li>• Discourse Mapping - <i>Identifying and mapping discourse communities pertaining to future of jobs in India</i></li></ul>
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:30 pm	<ul style="list-style-type: none"><li>• Continuation of the exercise</li></ul>
4:30 pm	Departure

## 6. List of Participants:

Sr. No.	Name of the participant	Designation and Organisation
1.	Bharat Wakhlu	Founder, The Wakhlu Advisroy
2.	Dattesh Parulekar	Asst. Professor, Centre for Latin American Studies, Goa University
3.	Vivan Sharan	Co-Founder, Koan Advisory Group
4.	Vishal Gaikwad	Asst. professor, Gokhale Insitute of Politics and Economics
5.	Mihir Sharma	Observer Research Foundation
6.	Guatam Mody	Secretary, New Trade Union Initiative
7.	Abhishek Mittal	Lead, Aavishkar Africa Fund, Aavishkar Venture Management Services Ltd.
8.	Ira Anjali Anwar	Tandem Research
9.	Madan Padaki	Co-Convenor, Million Jobs Mission
10.	Shakti Sinha	Director, Nehru Memorial Museum and Library

11.	Pradeep Mehta	CUTS International
12.	Priyam Purohit	CUTS International
13.	Abhishek Kumar	CUTS International
14.	Sehaj Malik	FES India
15.	Patrick Ruether	FES India
16.	Johann Ivanov	FES India
17.	Kabir Seth	FES India