

The Challenges of SDGs for Worker's Welfare in Lews of Large-Scale Industries in Connection with Howrah and Kolkata, West Bengal

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ABSTRACT

"Sustainable Growth" became a buzzword at the Rio de Janeiro UN Conference on Sustainable Development in 2012. The developed countries' actions were required to support all of the aims. While the Millennium Development Goals (MDGs) primarily addressed issues facing poorer and underdeveloped countries, the Sustainable Development Goals (SDGs) also take industrialized countries into account. The Millennium Development Goals (MDGs) adopted a "One size fits all" strategy. Environment and development aren't adequately connected. The 2030 Agenda for Sustainable Development was endorsed by the United Nations Sustainable Development Summit on September 25, 2015. Identifying the optimal retention strategy for large-scale companies. These articles mainly emphasize the transition of change during the COVID-19 pandemic era with special reference to Kolkata & Howrah, West Bengal. The primary evidence shows that employee retention can be influenced by a number of factors, including the quality of their job. Until now, no one has tried this innovative method. An organization's ability to manage its internal and external functions and relationships is the goal of decent work. Gender-based violence as well as other forms of discrimination must be eliminated from the workplace. This contributes to the development of employee trust and a sense of belonging to the firm. As a part of the Sustainable Development Agenda, developing a comprehensive decent work system provides protection in the event of changes in the economy and society, as well as reducing the fear of change in an economy.

Keywords

Sustainable Development, Decent Work, Anti-discrimination, Employee Retention, Labor force migration.

1. INTRODUCTION

Employee Retention involves taking measures to encourage employees to remain in the organization for the maximum period of time. It is a process in which the employees are encouraged to remain¹ with the organization for the maximum period of time or until the completion of the project. It is a known fact that retaining the best employees ensures

company's profit. Large scale industries in West Bengal are facing a lot of problems in employee retention these days. Hiring knowledgeable people for the job is essential for an employer, but retention is even more important than hiring. Retaining talent has never been so important in the Indian scenario; however, things have changed in recent years. In an intensely competitive environment where HR managers are poaching from each other, organizations can either hold on to their employees tight or lose them to competition. Employees stay and leave organizations for some reasons. The reason may be personal or professional. These reasons should be understood by the employer and should be taken care of. The organizations are becoming aware of these reasons and adopting many strategies for employee retention. A strong retention strategy, therefore, becomes a powerful motivation tool. In 1999, a new concept had been introduced for improvement of working conditions of workers by ILO Director Juan Somavia called decent work. The central objective of ILO decent work has been described as "opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity".¹

In the UN Conference, 2012 at Sustainable growth was adopted that all the goals must be supported by the actions of developed countries. The MDGs focused mainly on problems in developing and poor nations but SDGs include developed nations also. MDGs assumed "One size fit for all" strategy. The two major aspects of sustenance – environment and development are not properly brought together. The United Nations Sustainable Development Summit on 25 September 2015 adopted the global agenda, "Transforming Our World: the 2030 Agenda for Sustainable Development". The 2016 International Labor Conference addressed the re-evaluation of ILO's role on decent work for sustainable development and the impact of the 2008 Declaration on Social Justice for Fair Globalization. Labour sector addresses multi-dimensional socio- economic aspects affecting labour welfare, productivity, living standards of labour force and social security. To raise living standards of the work force and achieve higher productivity, skill up gradation through suitable training is of utmost importance. Manpower development to provide adequate labour force of appropriate skills and quality to different sectors is essential

¹ ILO, Decent Work: Report of the Director General, International Labour Conference, 87th Session.

for rapid socioeconomic development. Employment generation in all the productive sectors is one of the basic objectives of good HRP at macro level. The improvement of labour welfare and increasing productivity with reasonable level of social security is one of the prime objectives concerning social and economic policy of the Government. The resources have been directed through the Plan programmes towards skill formation and development, monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and then families.

The objective of decent work is to improve the organization's capacity to handle its relationships and improve organizations culture. Decent work indicators can be used as perfect tools for employee retention. Human resource practices counts a lot in this regard. It is the need of the hour that HR managers should identify the needs of the employee and then devises the retention strategies in the light of decent work indicators and sustainable strategies. One strategy does not fit to all as different individuals have different priorities. HR professionals face the vital challenge to retain talented employees.

2. METHODOLOGY

2.1 Sample

In a primary research endeavor, it is necessary to have a sufficiently high representation of the sample responses. Using the Sample Size Formula, the sample size for a survey can be determined. The sample size is calculated by considering confidence level = 95%, Standard deviation = 0.05 and margin of error = +/- 5%. Hence the sample size is calculated as: $(Z \text{ score})^2 \times SD \times X (1-SD) / (\text{Margin of error})^2$. A total sample size of 607 participants from 22 large scale organizations in West Bengal is taken.

2.2 Process Of Sample Design

Random sampling techniques cannot be used since the target respondents are unorganized sector work force who may not be present at any given time or location. It is decided to go with "snowball sampling" for this reason.

2.3 Data Collection

In any research two types of data can be used, viz. primary data and secondary data. Primary data or first-hand data are a sort of data that are mostly acquired directly from the respondents, and the purpose of collecting the data exclusively deals with the research objectives only. In the present study the sample units are the workers engaged in unorganized sector only..

2.4 Questionnaire

In the present study, variables will be identified; they will be incorporated in the questionnaire with 5 options against each variable by using Likert scale. [5- Strongly Agree; 4-Agree; 3-Neither Agree nor Disagree; 2- Disagree; 1-Strongly Disagree]. A few dichotomous questions will also be included based on ranking or other Likert scale². To gather the information that is specific to certain incidence, open-ended questions will also be included. The questions will be arranged in a coherent manner for ease of comprehension. A research-designed questionnaire is used as a guiding source for each functional perspectives of inquiry to produce the information required for the research study. Questions on decent work indicators are laid out on a five point Likert scale. [5- Strongly Agree; 4-Agree; 3-Neither Agree nor Disagree; 2- Disagree; 1-Strongly

Disagree]. The Secondary data will be collected from published and unpublished research works, research journals & reference books, magazines & Periodicals Newspapers and websites etc. This approach can be termed as doctrinal method of study..

2.5 Analysis

The current investigation is a mix of doctrinal and non-doctrinal research methods. Case analysis, as well as analyses of actions, statutes, legislation, and precedents, is all components of doctrinal study. Empirical research, often known as non-doctrinal research, involves conducting analyses of primary and secondary data. In this context, the procedures of questionnaires and interviews will be utilized for the primary data collecting. An attitude survey that is structured will be used to collect responses from workforce population that belong to multiple unorganized sector organizations.

2.6 Tools Of Analysis

2.6.1 Personal Correlation

The Pearson correlation method is the most common method to use for numerical variables; it assigns a value between - 1 and 1, where 0 is no correlation, 1 is total positive correlation, and - 1 is total negative correlation. This is interpreted as follows: a correlation value of 0.7 between two variables would indicate that a significant and positive relationship exists between the two. A positive correlation signifies that if variable A goes up, then B will also go up, whereas if the value of the correlation is negative, then if A increases, B decreases³.

3. REVIEW OF EARLIER LITERATURE

The growth of large scale industries, diverse in their operations, coupled with the changing environment, has made the present industrial relations scenario complex and challenging. A brief review of the available literature on various aspects of decent work indicators, sustainable development goals and employee retention is done here.

In 1999, ILO Director Juan Somavia has been concerned with improvement of working conditions of workers called decent work. The objective of ILO decent work has been described as "opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity"⁴.

Decent work agenda can eliminate the obstacles in the path of poverty reduction. "Understanding decent work and its relationship to poverty is, therefore, a critical aspect of the

^{2A} Likert scale is a psychometric scale commonly involved in research that employs questionnaires. It is the most widely used approach to scaling responses in survey research, such that the term is often used interchangeably with rating scale, although there are other types of rating scales. [HTTps://en.wikipedia.org/wiki/Likert_scale](https://en.wikipedia.org/wiki/Likert_scale)
³ <https://www.sciencedirect.com/topics/computer-science/pearson-correlation>
⁴ ILO, Decent Work: Report of the Director General, International Labor Conference, 87th Session.
⁵ Measuring Decent work with statistical indicators: Working Paper No. 2, Policy Integration Department, Statistical Development and Analysis Group, International Labor Office, Geneva, October 2002.
⁶ Ibid.
⁷ James Hodges Eberhard, The Right to organize in Article 2 of Convention No. 87, 128 INTERNATIONALS L.REV. 200 (1989).
⁸ Report of the Fact-Finding and Conciliation Commission on Freedom of Association concerning persons employed in the public sectors in Japan, Official Bulletin, No. 1, Special Supplement , ¶351 (Japan, 1966).
⁹ The four strategic objectives of the ILO are to: (1) promote and realize standards and fundamental principles and rights at work; (2) create greater opportunities for women and men to secure decent employment and income; (3) enhance the coverage and effectiveness of social protection for all; and (4) strengthen tripartism and social dialogue; – with gender equality and non-discrimination cross-cutting all of these objectives.
¹⁰ ILO: ILO Declaration on Social Justice for a Fair Globalization, International Labour Conference, 97th Session, Geneva, 10 June 2008.

struggle to reduce extreme poverty by half by 2015.”⁵ Richard Anker et al., Statistical Development and Analysis Unit, Policy Integration Unit, ILO in September 2002 set out the statistical indicators for measurement of decent work in a country. One important indicator is employment opportunities in a country. The share of wage and salary employment in informal sector is one important criterion of employment opportunities, which is regarded as one of the most important statistical indicators for measurement of decent work agenda. Decent work must have acceptance in the society. “The 1998 ILO Declaration on Fundamental Principles and Rights at Work, which has won broad endorsement across the world community, identifies two forms of unacceptable work: forced labor and child labor (especially hazardous and other worst forms of child labor).”⁶Jane Hodges Aeberhard⁷ in his discussion paper explains the meaning of workers “without distinction whatsoever” in Article 2 of Convention No. 87 of ILO. The author took reference from the Report of the Fact-Finding and Conciliation Commission on Freedom of Association concerning persons employed in the public sector in Japan.⁸

Sustainable Development adopted that all the goals must be supported by the actions of developed countries. The MDGs focused on problems in developing and poor nations but SDGs include developed nations also. SDGs are based on three pillars of sustenance – environment, economic and social. At its 97th Session (2008), the International Labour Conference adopted the ILO Declaration on Social Justice for a Fair Globalization. The Declaration recognizes that the ILO,

In the context of accelerating change, the commitments and efforts of Members and the Organization to implement the ILO’s constitutional mandate, including through international labour standards, and to place full and productive employment and decent work at the centre of economic and social policies, should be based on the four equally important strategic objectives⁹ of the ILO, through which the Decent Work Agenda is expressed ...”¹⁰

The United Nations Sustainable Development Summit on 25 September 2015 adopted the global agenda, “Transforming Our World: the 2030 Agenda for Sustainable Development”. All SDGs focused on the four pillars of Decent Work Agenda, particularly Goal 8 focuses on inclusive and sustainable economic growth with the objective of full and productive employment and decent work for all. The Agenda is the fundamental reference for the member states in next 15 years.

Author like Katou. A. A. (2019) found some economic reason that manipulates the employees to leave organization. On the other hand Barney, J.B., Fuerst., W. L., Mata. F.J. believed there must be a strong link between the level of job satisfaction & rate of employment. According to the authors job stress results in the employee turnover.

According to Barney, J.B., Fuerst., W. L., Mata. F.J. (2021), motivating employees is very important because motivation of every individual is his willingness to unreservedly work hard for high productivity; meaning the employees is willing to use all abilities that has for the sake of his organization by utilizing the available opportunities to accomplish his organization’s mission.

Retention of key employees is critical to the long term health and success of any organization. Dessler, G., and Varkkey, B., (2017) say retaining the best employees, ensures customer satisfaction, increased product sales, satisfied colleague & reporting staff, effective succession planning & deeply imbedded organizational knowledge and learning.

Noe, R. A., Hallenbeck, J. R., Gerhart, B., and Wright, P.M., (2017), points out significant relationship between three major knowledge management (KM) design dimensions & the perceived ability of 150 organizations to retain their knowledge workers.

Satpal et al (2016) in his study find out that work environment, family problems, compensation and relation with supervisors are the prominent factors that may be taken into consideration by an employee while planning for job change.

4. RESEARCH GAPS IN EXISTING LITERATURE

The parameters related to decent work and sustainable development goals were not identified by earlier researchers as tools for employee retention. The following parameters of decent work are identified for revisiting the strategies of employee retention.

- Opportunities for work
- Freedom of work
- Productive work
- Equity in work
- Security at work
- Dignity at work
- Promotion of employment
- Decent work policies for hours and conditions of work
- Promotion of social dialogue and tripartism
- Promotion of rights at workplace

5. DATA COLLECTION, ANALYSIS AND RESULTS

The total sample size is 607 (n=607) taking into consideration 407 workers (W), 120 supervisors (S) and 80 managers (M).

Table 1: Company – Bengal Beverages Pvt Ltd.: Responses on Decent Work Indicator

Parameters for Workers	Strongly Agree (5)	Agree (4)		Neither Agree nor Disagree (3)	Disagree (2)	Strongly Disagree (1)
Opportunities for work						
Freedom of work						
Productive work						
Equity in work						
Security at work						
Dignity at work						
Promotion of employment						
TOTAL SCORE						

Table 2: Consolidated Responses on Decent Work Indicators of 22 large scale Industries

Decent work indicators	Question 1			Question 2			Question 3			Question 4			Question 5			M	S	W
Opportunities for work	Advancing rights at work			Opportunities for remunerative employment			Proper recruitment Policy			Promotion and training			Hours of work			4	4	4
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W			
	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4			
Freedom of work	Flexi time			Alternative to Job			Freedom of Speech			Freedom of Association			Freedom of taking decision			5	3	3
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W			
	5	3	3	5	3	3	5	3	3	5	3	3	5	3	3			
Productive work	Productivity-enhancing policies			Openness			Proactivity			Authenticity			Autonomy			5	3	3
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W			
	5	3	3	5	3	3	5	3	3	5	3	3	5	3	3			
Equity in work	Absence of discrimination			Fair balance between employers and workers			Equal treatment for same achievement			Social justice			Trust and partnership			5	4	2
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W			
	5	4	2	5	4	2	5	4	2	5	4	2	5	4	2			
Security at work	Protection of employment			Social solidarity			Retention Strategy			Pro-activeness			Conflict tolerance			4	4	3
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W			

	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3			
Dignity at work	Adequate remuneration			Enhancing technical capabilities			Freedom of contract			Formal equality of employer and Employee			Protection to workers' rights			3	3	2
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W	3	3	2
Promotion of employment	Adhocracy Culture			Career development			Advancement			Growth			Dynamic leadership			3	3	3
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W	3	3	3
Decent work policies for hours and conditions of Work	Working conditions			Opportunities for skill development			Harmonious working relations			Social security policies			Risk tolerance and support			4	2	2
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W	4	2	2
Promotion of social dialogue and tripartism	Scope of collective bargaining			Right to freedom of association			Openness			Collaboration			Conflict tolerance			3	3	2
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W	3	3	2
Promotion of rights at workplace	Right to work			Right to social security			Right to health care			Right to participate in union activities			Right to collective bargaining			4	3	2
	M	S	W	M	S	W	M	S	W	M	S	W	M	S	W	4	3	2

(Source: Primary Data) **Table 1A: Questions on Decent work**

Industry	Score of Managers	Score of Supervisors	Score of Workers
	40	32	28
Maneksia Steels. Ltd.	42	35	30
Stone India Limited	44	36	32
Paharpur Cooling Towers	42	38	33
Burn Standard	44	36	34
Tata International Limited	40	32	28
Modern Bakeries	42	35	30

Ruchi Soya Pvt Ltd.	44	36	32
Shyam Steel Industries	40	32	28
MaaShakambari Steel Ltd	42	35	30
Skipper Ltd (Bansal group)	44	36	32
Bharat Automobile Industries	42	38	33
M/s. Sri Annapurna Cotton Mills & Industries Limited	44	36	34
Jayshree Textiles Pvt Ltd	40	32	28
IFB Agro Food Pvt Ltd	42	35	30
MatixFertilisers and Chemicals Ltd	44	36	32

Usha AgroFertiliser Ltd	40	32	28
Jutex Industries Pvt Ltd	42	35	30
Kanoria Jute and Industries Ltd	44	36	32
Adhunik Paper Mills Ltd	42	38	33
Supreme Paper Mills Ltd	44	36	34
Bengal Ambuja Cement Ltd	40	32	28
Total Score	928	769	651
Mean Score	42.18	34.95	29.59

Source: Primary Data

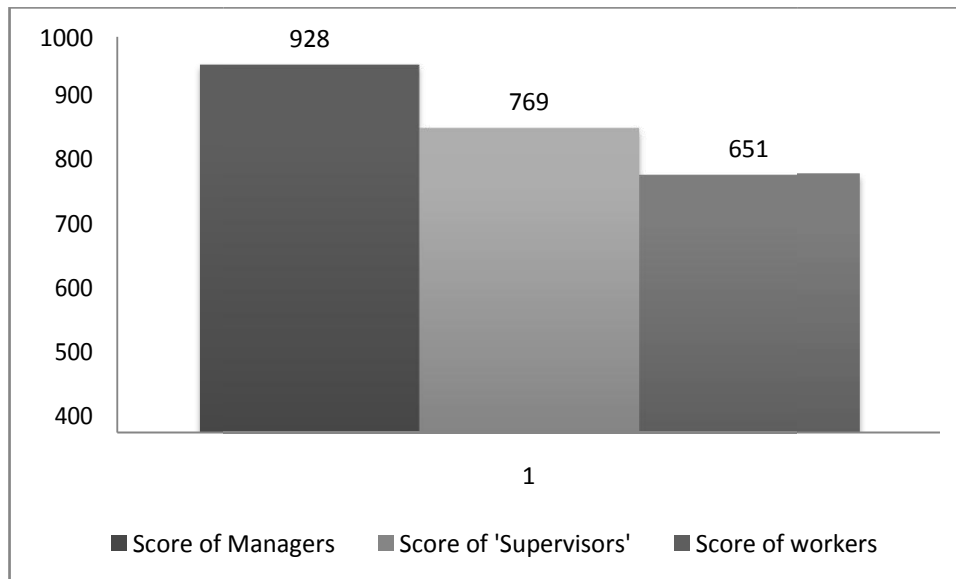


Fig:1. Graphical Presentation of the obtained Score of Managers, Supervisors and workers among 22 large scale Industries in India

5.1 Interpretation

The mean score of managers is more than standard (Taking agree score 4 as standard) but the mean score of supervisors

and worker are lower than standard. The supervisors and workers are giving low score to decent work indicators applied in large scale industries

Table 3: Relationship between score of managers and score of workers according to our Primary Data

X=Score of Manager	Y=Score of Workers	x	y	x ²	y ²	xy	R
40	28	-2.18	-1.59	4.7524	2.5281	3.4662	r=0.709
42	30	-0.18	0.41	0.0324	0.1681	-0.0738	
44	32	1.82	2.41	3.3124	5.8081	4.3862	
42	33	-0.18	3.41	0.0324	11.6281	-0.6138	
44	34	1.82	4.41	3.3124	19.4481	8.0262	
40	28	-2.18	-1.59	4.7524	2.5281	3.4662	
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44	34	1.82	4.41	3.3124	10.97199	8.0262
40	28	-2.18	-1.59	4.7524	22.58531	3.4662
42.18	29.59			55.2728	149.8593	64.5964

5.2 Interpretation

As Karl Pearson's coefficient of correlation values is 0.709. As it is closer to '1', that indicate strong correlation between score of managers and score of workers. In addition, with that the positive value also has shown linear proportional relationship between them.

Table 4: Relationship between score of supervisors and score of workers according to our Primary data.

X	Y	x	Y	x ²	y ²	Xy
32	28	-2.95	-1.59	8.7025	2.5281	4.6905
35	30	0.05	0.41	0.0025	0.1681	0.0205
36	32	1.05	2.41	1.1025	5.8081	2.5305
38	33	3.05	3.41	9.3025	11.6281	10.4005
36	34	1.05	4.41	1.1025	19.4481	4.6305
32	28	-2.95	-1.59	8.7025	2.5281	4.6905
35	30	0.05	0.41	0.0025	0.1681	0.0205
36	32	1.05	2.41	1.1025	5.8081	2.5305
32	28	-2.95	-1.59	8.7025	2.5281	4.6905
35	30	0.05	0.41	0.0025	0.1681	0.0205
36	32	1.05	2.41	1.1025	5.8081	2.5305
38	33	3.05	3.41	9.3025	11.6281	10.4005
36	34	1.05	4.41	1.1025	19.4481	4.6305
32	28	-2.95	-1.59	8.7025	2.5281	4.6905
35	30	0.05	0.41	0.0025	0.1681	0.0205
36	32	1.05	2.41	1.1025	5.8081	2.5305
32	28	-2.95	-1.59	8.7025	2.5281	4.6905
35	30	0.05	0.41	0.0025	0.1681	0.0205
36	32	1.05	2.41	1.1025	5.8081	2.5305
38	33	3.05	3.41	9.3025	11.6281	10.4005
36	34	1.05	4.41	1.1025	19.4481	4.6305
32	28	-2.95	-1.59	8.7025	2.5281	4.6905
769	651			88.955	138.2782	85.991
34.95	29.59					

5.3 Interpretation

As Karl Pearson's coefficient of correlation values is 0.775. As it is closer to '1', that indicate strong correlation between score of supervisors and score of workers. In addition, with that the positive value also has shown linear proportional relationship between them.

As per the analysis is concerned, it has shown a stronger relationship is found between supervisor and workers rather than managers and workers (in terms of 'r' value).

5.4 Analysis Of Primary Data

The primary data reveal that decent work indicators can be used as important criteria for employee retention. This new approach has not been touched by earlier researchers. The objective of decent work is to improve the organization's capacity to handle its internal and external functioning and relationships. It is the need of the hour that HR managers should identify the needs of the employee and then devises the retention strategies. One strategy does not fit to all as different individuals have different priorities. The earlier researches rightly point out the different strategies for employee retention. They opined that there must be a strong link between the level of job satisfaction & rate of employment.

They also opined that two types of retention factors prevail - one at organization level and at job level. Organizational factors are management, pleasant environment, social support and developmental opportunities. Factors at job level are compensation, autonomy, career growth opportunities, workload and work life balance. This present study also strengthens the points that work atmosphere, autonomy, compensation, career growth opportunities, promotion of social dialogue and tripartism, equity in work, dignity at work and promotion of rights at workplace are crucial factors for employee retention.

5.5 Secondary Data Source Analysis

Analyzing 'India- Decent Work Country Program, 2018-2022 it is observed, "India has witnessed rapid economic growth in the last two decades and has emerged as one of the fastest-growing middle-income countries in recent years. From the beginning of the first Decent Work Country Programme in 2007 to 2016, India's economy more than doubled, growing by 112 per cent. The process of structural transformation will continue — workers leaving agriculture and taking up jobs in growing sectors in urban areas around the country. The organized sector will absorb more workers, but the majority of these workers are unlikely to have access to employment or social security benefits. Thus, formal workers will continue to represent a minor share of total employed persons, while self-employed persons will still account for a large proportion of all workers. Ongoing urbanization, pervasive low wages concentrated mainly among casual and rural workers, and persistent wage disparities, rural-urban migration, as well as out-country migration, will continue to act as important pull factors. India acknowledges ILO's contribution to enhancing its legal frameworks and policies in the world of work. ILO's normative role brings added value to India's journey towards the realization of the 2030 Agenda, in particularly addressing Sustainable Development Goal (SDG)8— 'Promote inclusive and sustainable economic growth, employment and decent work for all'.

The Employment-Unemployment Surveys (EUS) of the National Sample Survey Office (NSSO) have consistently reported low and stable rates of unemployment in India over more than three decades. This implies that it is not unemployment but "severe underemployment. It also explains the presence of a lot of informality in the economy and 18.9 million people engaged in vulnerable employment."

With over 90 per cent of the informal economy still not fully under the ambit of labour market governance systems, there is a potential risk of increasing marginalization. This affects the social dialogue scenario in the country. The changes in employment relationships, including the increasing use of contract labour adds to the challenges for the tripartite partners. It makes it more difficult and trickier to extend the coverage of labour laws and regulations to these workers, and to promote decent work in terms of workers' rights, social protection, income security, and payment of minimum wages. Voices of workers are not heard in the informal economy. An additional challenge is the limited participation of women workers as representatives in social dialogue institutions and processes. Like other BRICS countries, India recognizes the important role of universal and sustainable social security systems, including social protection floors, for inclusive growth, decent and productive employment, gender equality and social inclusion. But it also faces a number of critical challenges, including (a) closing the coverage gap; (b) improved governance of social protection schemes.

6. CONCLUSION

Government of India should formulate policy as per Recommendation concerning the transition from Informal to Formal Economy, 2015 (No. 204) adopted by ILC in its 104th Session. This Recommendation recognizes all challenges of informal economy, guides policy framework for protection of rights of workers, social and economic inclusion, implementation of decent work conditions and sustainability in fair competition in national and international markets. Based on the proposals adopted in the Recommendation the guidelines for transition can be prepared in following directions:

- During transition the fundamental rights of the workers should be recognized and basic opportunities for income security, livelihoods, social protection are guaranteed.
- Decent jobs in the formal economy must be created and preserved. Formal enterprise jobs must be preserved and opportunities for inclusion of more people must be enhanced.
- Sustainable models of livelihood creation must be taken where decent job opportunities are available.
- Migration from formal economy to informal economy must be prevented. Civil and penal sanctions must be imposed for non-compliance of laws promoting transition from informal to formal economy.
- Policy directives should be framed according to ILO Recommendations at par with international labor standard. Wage policies must address living wage, social protection scheme including cash transfer schemes.
- All discriminatory practices, unacceptable work conditions and violence including gender-based violence should be abolished. This helps in generating employee trust, belongingness towards organization. These practices are helpful for employee retention.
- In informal economy Government should adopt appropriate measures to promote decent work principles. Freedom of association, collective participation and social dialogue are the three main pillars of protection of labor rights in the period of transition. State should allow active participation of all stakeholders at their rank to represent their group at the time of formulation of policy directives.

6.1 Novelty Of the Article

The novelty of research comes as and when the present research properly addresses the true nature of hardships faced by newly emerging 'precarious' class due to job loss, marginalization, lack of 'decent work,' casualization of labour and changing contours of 'future of work' and to suggest law reforms that address program of social protection with a degree of income security when faced with the contingencies of old age, survivorship, incapacity, disability, unemployment and assurance of access to curative or preventive medical care. The uniqueness of the study emerges when proper law reforms can be suggested to implement decent work indicators for accomplishment of universal and sustainable social security systems, including social protection floors, for inclusive growth, decent and productive employment, gender equality and social inclusion in informal sectors in India. Revitalizing the role of social discourse in the process of formulating strategies to achieve the Sustainable Development Goals (SDGs) is an essential component of any plan to mitigate the effects of a crisis in developing countries such as India, where there is a massive deficit of jobs that can be considered "decent" in informal sectors in India. A robust and

efficient social dialogue system can be developed in informal sectors also with the help of autonomous, powerful, and independent Organizations representing both workers and employers, in addition to other stakeholders from civil society.

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