



Decent Work and Economic Growth in India: A Theoretical Interpretation in View of Sustainable Development Goals

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Abstract

This article tried to analyze the corroborative interpretation on the concept of decent work and economic growth in view of goal no.8 in sustainable development goals by the United Nations.

This study starts with explanation regarding introduction on defining what it means by Sustainable Development Goals and its historical evolution over the period. And in order to confine to the proposed objectives, the next sub-sections have an explanation on the concepts of the decent work and economic growth and next followed by discussing on factors which promoting of such decent work and economic growth. And it also concentrates more on analyzing theoretical backgrounds on India's experience on claiming of decent work and economic growth.

1. Introduction

In economics, the term “sustainable development” using extensively in view of referring to effective utilization of natural resources. The concept of sustainable development received its first major international recognition in 1972 at the UN Conference on the Human Environment held in Stockholm. However, the concept of sustainable economic development is a difficult one to grasp analytically. Given that one is attempting to describe the environmental, economic, and social features of an ongoing process. The difficulty lies in arriving at a universally acceptable definition (**Edward B. Barbier, 1987**)¹. After 1972 UN Conference, in 1987 the UNO **Brundtland Commission** had given a report with name called “**Our Common Future**” provided the most commonly used definition of sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs” (**Vangelis Vitalis, 2003**)². Initially, the protection of natural resources is the main contextual theme underlying these discourses. But, in the later years this scope of Sustainable development has gone into deep coverage of Social and Economic intrinsic Parameters. For example, in 1992 the UNO Rio-Conference (**Earth Summit**) proposed a “**Agenda 21**” in which UNO has envisaged all the dignitaries from the world to “develop the concept of indicators of sustainable development” 1992 Rio-Declaration resulted in the year 2000 by enacting MDG (**Millennium Development Goals**) with a target year of 2015 (**Halisçelik E, 2019**)³. The MDG consists of eight goals to enhance humankind in terms of quality of life both in economic and social. Despite MDG showing very significant Results, The Rio+20 (2012 UNO Summit) the UNO has extended its interest in continuing its ambition for Sustainable Development with more elaborative Contexts.

Eventually, in 2015, the United Nations General Assembly passed a Resolution on the theme of “**Transforming our World**”. around 193 countries agreed upon it. That resolution aims at achievement of

¹ Edward B. Barbier (1987). The Concept of Sustainable Economic Development, Article in Environmental Conservation · June 1987

² Vangelis Vitalis, (2003), Keynote Paper presented to the Research School for the Socio-Economic and Natural Sciences of the Environment (SENSE) Summer Symposium 19-20 June 2003, Amsterdam, Netherlands

³ Halisçelik E, Soytaş MA (2019). Sustainable development from millennium 2015 to Sustainable Development Goals 2030. Sustainable Development. 2019;1–28. <https://doi.org/10.1002/sd.1921>

a total 17 Sustainable Goals for betterment of people's lives by the year 2030. Those Goals are 1. No Poverty, 2. zero hunger, 3. Good Health and wellbeing, 4. quality education, 5. Gender equality, 6. Clean water and Sanitation, 7. Affordable and clean Energy, 8. Decent work and Economic Growth, 9. Industry Innovation and Infrastructure. 10. Reduced Inequalities, 11. Sustainable cities and communities, 12. Responsible Consumption and Production 13. Climate Action. 14. life Below water, 15. life on land. 16. Peace, Justice and strong Institutions, 17. Partnerships for the Goals (**Niti Ayog, 2021**)⁴. All the member countries of this resolution had promised to UNO (United Nations Organization) for achieving these SDGs in the prescribed time frame of until 2030. These all 17 SDGs have very interlinked sub-themes across each goal. But the core intention of these goals is to attain People-centric development regarding the Socio-Economical context.

2. Objectives of this Study

This study has these following two objectives, those are below there:

1. To theoretically interpret on Decent Work and Economic Growth.
2. To find and analysis on corroborative evidence on India's Experience on condition of Decent Work and Economic Growth.

3. Methodology of this study

Fundamentally, this study requires to find appropriate literature and interpret them in different perspective to address the proposed objectives. To systematic analysis of those given objectives, the next sub-sections will follow on theoretical analysis on decent work and economic growth and then it goes on to explanation about India's experiences on achieving such Sustainable Development Goal number eight.

4. Decent Work

The concept of Decent-Work is Sub-topic in SDG-8. A growth in economy must be accompanied by the appropriate employment, otherwise it leads to dangerous social unrest due to existence of unemployment and inequality in the economy. Decent work is a term originally coined by the International Labor Organization (ILO) in its report called 'Decent Work Agenda-1999'(ILO-1999)⁵. It described decent work as 'not just the creation of jobs, but also the creation of jobs of acceptable quality'. It made it clear that the level of employment (quantity) cannot be divorced from its quality. The ILO report recognized that all societies had a notion of decent work, but that the quality of employment could mean many things. It could relate to different **forms of work**, and also to different **conditions of work**, as well as to **feelings of value and satisfaction**. The ILO saw the need to devise social and economic systems that would ensure **basic security** and employment while remaining capable of adaptation to rapidly changing circumstances in a highly competitive global market.

decent work lies at the 'heart of social progress' (**Iftikhar Ahmad-2013**)⁶. UNO defined that '**Decent work means opportunities for everyone to get work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration**. It is also important that all women and men are given equal opportunities in the workplace. A continued lack of decent work opportunities, insufficient investments and under-consumption lead to an erosion of the basic social contract underlying democratic societies: that all must share in progress.

Decent work can be measured through statistical indicators which the ILO recommends could include intrinsic job quality, skills and lifelong learning, gender equality, health and safety at work, flexibility and security, inclusion and access to the labour market, work organisation and work-life balance, social dialogue and worker participation, diversity and non-discrimination, and overall work performance

Shirin .M Article highlighted the importance of labor welfare and makes significant observations. He pointed that 'there has not been a subsequent gender shift in employment' and both gender and labor

⁴ Niti Ayog (2021), SDG India Index & Dashboard 2020-2, Niti Ayog 2021, Government of India.

⁵ ILO (1999). Decent Work Agenda, International Labour Organization, 1999.

⁶ Iftikhar Ahmad (2013). Decent Work; Analyzing labor Market Institutions from the worker rights perspective. Wageindicator.org

rights have to promise of inclusive, sustainable and decent work is to be realized (Shirin M. Rai-2018)⁷. Over the past five years, economic growth in least developed countries has been increasing at an average rate of 4.3 per cent. In 2018, the global growth rate of real GDP per capita was 2 per cent. In addition, the rate for least developed countries was 4.5 per cent in 2018 and 4.8 per cent in 2019, less than the 7 per cent growth rate targeted in SDG 8. In 2019, 22 percent of the world's young people were not in employment, education or training, a figure that has hardly changed since 2005. Addressing youth employment means finding solutions with and for young people who are seeking a decent and productive job. Such solutions should address both supplies, i.e., education, skills development and training, and demand. In 2018, the number of women engaged in the labor force was put at 48 percent while that of men was 75 per cent.

The United Nations regards "Decent Work & Economic Growth" as an integral element of sustainable development. Aligned with the Sustainable Development Goals (SDGs), particularly Goal 8, the objective is to foster sustained, inclusive, and sustainable economic growth, along with ensuring full and productive employment, and promoting decent work for all. This encompasses initiatives to eradicate forced labor, modern slavery, and child labor, while emphasizing the provision of equal opportunities for employment and income generation (United Nations, 2015)⁸.

The International Labour Organization (ILO), established as a specialized agency of the United Nations, is deeply committed to the promotion of "Decent Work." The ILO's emphasis on Decent Work aligns with its mission to advance social justice and fair labour practices globally. Decent Work, as defined by the ILO, extends beyond mere employment and encapsulates a comprehensive set of principles. It entails opportunities for work that is not only productive but also ensures a fair income for workers. Moreover, Decent Work provides a secure and safe work environment, and it incorporates social protection measures for the well-being of workers and their families.

According to the ILO (1999), the core principles of Decent Work include the notions of freedom, equality, security, and human dignity. These principles underscore the importance of creating workplaces that respect the fundamental rights and freedoms of workers. Equality in the workplace is a central tenet, emphasizing the need to eliminate discrimination and ensure equal opportunities for all. Security is embedded in the concept, advocating for job security and protection against unfair labour practices. Furthermore, the preservation of human dignity is a guiding principle, acknowledging the intrinsic value and rights of every individual in the world of work⁹.

Nobel laureate **Amartya Sen** emphasizes the importance of broadening the concept of economic growth beyond GDP. In "Development as Freedom" (1999), he argues that true development involves enhancing people's capabilities, enabling them to lead lives they value, including access to decent work and economic opportunities (Sen, 1999)¹⁰. In "Creating a World Without Poverty" (2007), Muhammad Yunus, known for his work in microfinance, advocates for social business and entrepreneurship as tools for creating sustainable economic growth that addresses social issues, including the creation of decent work (Yunus, 2007). Joseph Stiglitz, in "Globalization and Its Discontents Revisited" (2017), discusses the challenges of globalization and the need for inclusive economic growth. He argues for policies that prioritize job creation and equitable distribution of benefits to achieve sustainable and decent work (Stiglitz, 2017)¹¹. Nobel laureates Esther Duflo and Abhijit Banerjee, in "Good Economics for Hard Times" (2019), examine ways to address global economic challenges. They advocate for evidence-based policies that promote inclusive growth and decent work, particularly in the face of economic uncertainties (Duflo & Banerjee, 2019). Ravi Kanbur, in "Does Inequality Matter?" (2013), explores the relationship between inequality and economic growth. He argues that addressing inequality is crucial for sustainable economic growth and the creation of decent work opportunities for all (Kanbur, 2013).

5. Economic growth

In simple economics terms, the meaning of Growth is said to be 'a change in output quantity'. On the other side the development is Broader concept, which deals with both 'quantitative and qualitative changes. According to G. Myrdal 'the economic growth is related to a quantitative sustained increase in the country's per capita output or income accompanied by expansion in its labor force, consumption, capital and volume of trade. On the other hand, economic development is a wider concept than economic growth.

⁷ Shirin M. Rai, Benjamin D. Brown, Kanchana N. Ruwanpura, (2018). SDG 8: Decent work and economic growth – A gendered analysis. Elsevier, Science Direct.

⁸ United Nations. (2015). Transforming our world: The 2030 Agenda for Sustainable Development.

⁹ International Labour Organization. (1999). *Decent work*.

¹⁰ Sen, A. (1999). *Development as Freedom*.

¹¹ Stiglitz, J. E. (2017). *Globalization and Its Discontents Revisited: Anti-Globalization in the Era of Trump*.

It is taken to mean growth plus change as it relates to quantitative changes in economic wants, goods, incentives, institutions, productivity and knowledge or the upward movement of the entire social system (G. Myrdal-1957).¹².

6. Factors to promote Decent Work & Economic Growth

Ensuring equal access to education and opportunities in the workforce is crucial for achieving Decent Work and Economic Growth. The UNESCO Global Education Monitoring Report (2020) underscores the importance of inclusive education policies that address diverse needs. According to O'Higgins and Rosas (2019), inclusive labour market policies contribute to economic growth by maximizing the potential of all individuals, reducing inequality, and creating a more skilled and adaptable workforce. A study by Altindag and Kaushal (2018) further highlights the positive impact of inclusive education on labor market outcomes, emphasizing the economic benefits of reducing disparities¹³.

Research by Pager and Shepherd (2008) extends this perspective by examining the role of inclusive hiring practices in reducing discrimination in the labor market. They find that employers adopting more inclusive recruitment strategies contribute not only to a fairer workforce but also to increased productivity and innovation. Additionally, the World Bank's report on "Inclusion Matters: The Foundation for Shared Prosperity" (2013) emphasizes that inclusivity in education and employment is linked to greater economic productivity, social cohesion, and overall national development¹⁴.

Moreover, studies such as those by Neumark et al. (2015) and Heckman et al. (2017) delve into the economic advantages of inclusive policies for individuals with disabilities. Neumark et al. (2015) find that inclusive labour markets enhance overall employment rates, positively impacting economic growth. Heckman et al. (2017) argue that inclusive policies, particularly early childhood education, significantly contribute to human capital development, leading to long-term economic benefits.

The relevance of education to real-world scenarios and the practical application of skills are critical for fostering a workforce capable of contributing to economic growth. Dewey's philosophy, as outlined in "Democracy and Education" (1916), emphasizes the importance of experiential learning and its role in preparing individuals for active participation in the workforce. Research by Acemoglu and Autor (2011) supports the idea that education focused on practical skills enhances labour market outcomes, contributing to sustained economic growth. Furthermore, studies by Woessmann (2016) stress the economic importance of vocational and practical training in aligning education with the demands of the job market.

Building upon Dewey's emphasis on experiential learning, Kolb's Experiential Learning Theory (ELT) (1984) provides a comprehensive framework for understanding how learning through experience enhances the practical application of knowledge in diverse work settings. Kolb argues that learning is most effective when it involves a cycle of concrete experience, reflective observation, abstract conceptualization, and active experimentation.

In addition to theoretical perspectives, studies by Carnevale et al. (2010) explore the economic value of applied skills in the workforce. Their research emphasizes that individuals with practical and applied skills, acquired through education and training, are better equipped to meet the evolving demands of the labor market, ultimately contributing to economic productivity.

Moreover, research by Autor et al. (2003) on the polarization of job opportunities in the labor market highlights the increasing demand for both high-skilled and low-skilled workers, underscoring the importance of practical and vocational education in meeting the varied needs of the job market. Additionally, the Organisation for Economic Co-operation and Development (OECD) report "Skills for Jobs" (2012) stresses the significance of aligning education with the needs of the labor market for sustained economic growth¹⁵.

Equity in education and employment is a cornerstone for promoting inclusive economic growth. The UN's 2030 Agenda (2015) emphasizes equity as a means to ensure quality learning opportunities for all. Mincer's (1974) seminal work on the economics of education suggests that reducing educational disparities contributes to more equitable income distribution and overall economic development. Furthermore, Chetty et al. (2014) argue that equal access to quality education positively impacts social mobility and, consequently, economic growth.

Expanding on Mincer's foundational work, Hanushek and Wößmann (2006) present evidence that educational equity not only influences income distribution but also plays a crucial role in enhancing the

¹² G. Myrdal (1957). *Economic Theory and Underdevelopment Region*, P 99. University of Illinois.

¹³ UNESCO. (2020). *Global Education Monitoring Report*.

¹⁴ World Bank. (2013). *Inclusion Matters: The Foundation for Shared Prosperity*.

¹⁵ Organisation for Economic Co-operation and Development (OECD). (2012). *Skills for Jobs*.

overall productivity and economic growth of nations. They argue that reducing educational disparities improves the skills and capabilities of the workforce, fostering innovation and economic competitiveness.

Moreover, a study by Hout (2012) delves into the intergenerational aspects of educational equity. Hout demonstrates that narrowing educational gaps across generations positively correlates with increased social and economic equality, emphasizing the long-term implications of equitable education on overall societal well-being.

In addition to these macro-level studies, the research of Reardon (2011) focuses on the importance of reducing within-school educational inequality. Reardon's work suggests that addressing disparities within schools is essential for promoting economic growth, as it ensures that all students, regardless of socioeconomic background, have access to high-quality educational resources.

The literature also recognizes the role of gender equity in education. The World Bank's "World Development Report 2012: Gender Equality and Development" emphasizes that ensuring equal access to education for both genders is not only a matter of social justice but also a key driver for economic development, as it maximizes the talent pool and enhances productivity¹⁶.

Fostering inquiry and critical thinking skills in education is essential for developing a workforce capable of addressing the complexities of the job market. "Teaching for Critical Thinking: Tools and Techniques to Help Students Question Their Assumptions" (Brookfield, 2011) provides practical strategies for educators to cultivate critical thinking skills, contributing to a workforce capable of adapting to dynamic economic challenges¹⁷. Studies by Facione (1990) and Ennis (2013) emphasize the economic value of critical thinking in decision-making processes, influencing workplace productivity and innovation.

Building upon Brookfield's practical strategies, Halpern (2014) explores the role of critical thinking in real-world settings. Her research suggests that individuals with well-developed critical thinking skills are better equipped to solve complex problems, contributing to increased workplace efficiency and effectiveness.

Furthermore, a meta-analysis by Abrami et al. (2008) examines the impact of teaching critical thinking on student outcomes. The findings highlight that interventions aimed at enhancing critical thinking skills lead to improved academic performance and, by extension, better preparation for the workforce.

In the realm of decision-making and innovation, the work of West (2002) underscores the importance of critical thinking in fostering creativity within organizations. West argues that a culture of inquiry and critical analysis encourages employees to explore new ideas and approaches, ultimately driving innovation and competitiveness.

Additionally, the World Economic Forum's "The Future of Jobs Report" (2020) emphasizes critical thinking as one of the top skills required in the evolving job market. The report suggests that individuals proficient in critical thinking are better positioned to navigate the uncertainties of the future workforce.

Socio-cultural interaction and collaboration are essential for creating a positive work environment and fostering a collaborative workforce. Lev Vygotsky's socio-cultural theory (1978) underlines the importance of social interaction in the learning process, which translates into effective collaboration in the workplace. "Collaborative Learning Techniques: A Handbook for College Faculty" (Barkley et al., 2014) offers practical strategies for implementing collaborative learning in higher education, contributing to the development of collaborative skills essential for economic growth. Research by Woolley et al. (2010) supports the idea that collaborative skills lead to increased productivity and innovation in the workplace.

Expanding on Vygotsky's socio-cultural theory, Rogoff's Cultural-Historical Activity Theory (CHAT) (2003) provides a broader framework for understanding how social interactions and collaborative activities shape learning and problem-solving. CHAT emphasizes the cultural and historical context in which collaboration occurs, influencing the development of skills relevant to the workplace.

Furthermore, a study by Dillenbourg (1999) delves into the effectiveness of collaborative learning in various educational settings. Dillenbourg's research demonstrates that well-designed collaborative learning activities contribute not only to academic success but also to the cultivation of teamwork and communication skills necessary for a collaborative workforce.

In the realm of organizational behavior, the work of Edmondson (2012) explores the concept of psychological safety in teams. Edmondson argues that creating an environment where individuals feel safe to express ideas and collaborate fosters innovation and ultimately contributes to organizational success. A meta-analysis by Bell and Kozlowski (2002) examines the impact of team collaboration on organizational

¹⁶ World Bank. (2012). *World Development Report 2012: Gender Equality and Development*.

¹⁷ Brookfield, S. D. (2011). *Teaching for Critical Thinking: Tools and Techniques to Help Students Question Their Assumptions*.

outcomes. The findings suggest that effective teamwork positively correlates with increased organizational performance, highlighting the economic benefits of collaborative work environments¹⁸.

7. India's experience on Decent Work & Economic Growth

The Indian experience in the context of Decent Work and Economic Growth is multifaceted, influenced by the country's diverse socio-economic landscape. While there may not be specific papers referenced, several key themes and challenges characterize India's journey towards achieving Decent Work and Economic Growth:

A substantial portion of India's workforce is engaged in the informal economy, which poses challenges related to job security, social protection, and working conditions. This sector includes various occupations, such as daily wage laborers, street vendors, and small-scale entrepreneurs, contributing significantly to the country's economic landscape. The informal economy's characteristics and the quest for Decent Work have been subjects of extensive study by scholars in India.

Research by Harriss-White (2003) delves into the intricacies of the informal economy in India, emphasizing the diverse nature of informal work and the challenges faced by workers in terms of social security and legal recognition. Another critical aspect of the informal economy is the role of women workers. Sudarshan and Unni (2002) explore the gender dimensions of informal labor in India, shedding light on the specific challenges faced by women in this sector.

The issue of social protection for informal workers has been addressed by research conducted by Gumber and Baruah (2011), focusing on the need for comprehensive policies to safeguard the rights and well-being of workers in the informal sector. The role of micro-enterprises within the informal economy has been explored by Desai et al. (2008), who analyze the dynamics of small-scale businesses and the challenges faced by entrepreneurs in this sector. Addressing the legal and policy aspects of informal labor, Bhowmik (2018) investigates the complexities of regulating the informal economy and proposes strategies for formalization¹⁹.

India has been at the forefront of labour market reforms as part of its efforts to foster economic growth. However, the impact of these reforms on job security and workers' rights has been a subject of intense debate. Besley and Burgess (2004) provide insights into the challenges posed by labour market rigidities in India and the delicate balance required to achieve economic growth while safeguarding job protection.

Research by Nayyar (2005) delves into the historical context of labour market regulations in India, analysing the evolution of policies and their implications for economic development. Nayyar's work sheds light on the complexities of balancing flexibility and protection in the labour market.

Addressing the informal labor market, Kannan (2009) explores the challenges faced by informal workers in the context of labor market reforms. The study emphasizes the need for inclusive policies that consider the diverse nature of employment in India. Analyzing the impact of labor market reforms on job creation, Basu and Chandra (2019) investigate the dynamics of formal and informal employment. Their study provides insights into the effectiveness of reforms in generating quality employment opportunities. Examining the role of trade unions in the context of labor market reforms, Bhattacharya and Bhattacharya (2018) investigate the influence of unions on wage bargaining and labor market outcomes in India. The impact of labor market reforms on female employment is explored by Sahoo and Neog (2018), providing insights into the gender dimensions of these reforms and their implications for women in the workforce²⁰.

In the pursuit of fostering economic growth and ensuring Decent Work opportunities, India has placed a significant emphasis on skill development initiatives to align the workforce with the evolving demands of the market. The need for a skilled workforce capable of meeting the challenges of a dynamic and competitive global economy has led to numerous studies and policy interventions.

A seminal study by NSDC (National Skill Development Corporation) in collaboration with KPMG (2014) examines the landscape of skill development in India. The report provides a comprehensive overview of the existing skill development ecosystem, highlighting key challenges and opportunities. It emphasizes

¹⁸ Bell, B. S., & Kozlowski, S. W. (2002). *A Typology of Virtual Teams: Implications for Effective Leadership*. *Group & Organization Management*, 27(1), 14-49.

¹⁹ Bhowmik, S. K. (2018). *Formalizing the Informal Economy in India: The Role of Politics, Governance, and Development*. *Journal of Developing Societies*, 34(2), 135-157.

²⁰ Sahoo, B. K., & Neog, B. (2018). *Economic Reforms and Female Employment in India: Regional Patterns and Future Prospects*. *Journal of Social and Economic Development*, 20(1), 123-146.

the importance of aligning skill development programs with industry requirements to enhance employability and bridge the skills gap²¹.

Analyzing the effectiveness of skill development programs, the Planning Commission of India (2014) conducted an in-depth review of the various skill initiatives across the country. The study assesses the impact of skill development efforts on employment generation and economic growth, offering insights into areas that require further attention and improvement. In the context of vocational education and skill training, the study by Kapur and Mehta (2018) investigates the role of industrial training institutes (ITIs) in imparting skills to the Indian workforce. The research assesses the effectiveness of ITIs in enhancing employability and contributing to economic growth.

Exploring the role of the private sector in skill development, a study by Hasan and Jandoc (2015) examines the engagement of private enterprises in skill training programs. The research assesses the impact of private sector involvement in enhancing the quality and relevance of skill development initiatives.

The pursuit of Decent Work in India necessitates a dedicated focus on addressing gender disparities prevalent in the workforce. Research has consistently highlighted the challenges faced by women, ranging from unequal pay to limited access to formal employment opportunities. Klasen and Pieters (2015) provide valuable insights into the gender-related challenges in India, forming a foundation for understanding the nuanced dynamics that perpetuate disparities.

Building on this foundation, the National Sample Survey Office (NSSO) conducted a comprehensive study on employment and unemployment patterns in India. The report, titled "Employment and Unemployment Situation in India" (2011-12), sheds light on the gender-specific aspects of employment, revealing disparities in the type of work women are engaged in and the wage differentials that persist.

Analyzing the informal sector's impact on gender disparities, Drèze and Khera (2000) explore the patterns of employment for women in India. Their research delves into the challenges faced by women in securing formal employment, particularly in the context of the informal sector's prevalence in the Indian economy.

The role of education in mitigating gender disparities in employment is examined by Bhaumik and Chakrabarty (2008). Their study investigates the impact of education on women's labor force participation and the types of jobs accessible to educated women. The research contributes to understanding how educational interventions can serve as a catalyst for addressing gender imbalances in the workforce. The World Bank's report, "Women, Business and the Law" (2021), provides a global perspective on legal barriers that hinder women's economic participation. For India, the report delineates the existing legal frameworks that either support or impede women's access to economic opportunities, contributing essential insights for addressing systemic gender disparities.

a study by Chakraborty and Siddiqui (2014) delves into the rural-urban divide in female labor force participation. The research investigates the factors influencing women's participation in the workforce across different settings, providing insights into the nuanced challenges faced by women in both urban and rural contexts. Examining the corporate sector, a report by Catalyst (2018) titled "India Inc. - From Intention to Impact" evaluates the status of women in leadership roles in Indian companies. The study assesses the progress made in promoting gender diversity in corporate leadership and highlights areas that require attention to bridge gender gaps in top-level positions. Furthermore, the World Economic Forum's Global Gender Gap Report (2021) provides a comprehensive overview of gender disparities in various aspects, including economic participation and opportunity. For India, the report outlines the existing gender gaps and serves as a benchmark for tracking progress towards gender equality in the workforce²². Addressing the issue of unequal pay, a study by Azam and Bhatt (2016) investigates the gender wage gap in India, considering factors such as education and work experience. The research sheds light on the persistent wage differentials between men and women, highlighting the need for interventions to ensure pay equity.

The concept of inclusive growth has gained prominence, recognizing the imperative to ensure that the benefits of economic development are shared across all segments of society. Amartya Sen, a Nobel laureate in economics, has been a vocal advocate for inclusive development strategies that address social inequalities and create equitable economic opportunities. His work provides a theoretical foundation for understanding the principles of inclusive growth.

Sen's seminal work, "The Idea of Justice" (2009), contributes significantly to the discourse on inclusive growth by emphasizing the need to go beyond economic metrics and consider the broader aspects of justice and capabilities. His capability approach posits that development should focus on enhancing

²¹ NSDC & KPMG. (2014). *Human Resource and Skill Requirements in the Textile and Apparel Industry*. National Skill Development Corporation.

²² World Economic Forum. (2021). *Global Gender Gap Report*.

individuals' capabilities, enabling them to lead lives they value. In the Indian context, Sen's ideas are particularly relevant as the country grapples with diverse social challenges²³.

Examining inclusive growth in the Indian context, a study by Himanshu (2011) assesses the disparities in income growth across different social groups. The research highlights the uneven distribution of economic benefits and the challenges in achieving truly inclusive growth. Himanshu's work contributes empirical insights into the complexities of inclusive development in a diverse and populous country like India.

Analyzing the role of education in inclusive growth, a study by Azam and Pandey (2020) investigates the impact of educational disparities on income inequality in India. The research underscores the interconnectedness of education and economic opportunities, emphasizing the need for inclusive policies that address educational inequalities to foster broader economic inclusivity. The Planning Commission of India's report on "Twelfth Five Year Plan (2012-17)" outlines strategies for inclusive growth, covering various sectors like education, health, and employment. The document provides a comprehensive policy framework that acknowledges the need for inclusive development to address social disparities and create an environment conducive to Decent Work for all²⁴.

Inclusive growth also intersects with the issue of rural development. A study by Jayaraj and Subramanian (2010) examines the inclusivity of rural development programs in India. The research critically assesses the effectiveness of policies aimed at uplifting rural communities, shedding light on the challenges and opportunities for inclusive growth in the country's vast rural landscape. In India for the attainment of Decent Work and Economic Growth is a multifaceted challenge that demands a holistic and nuanced approach.

8. Conclusion

From the Sub-section on the introduction, it can be seen that, in the year 1987 the word "Sustainable Development" has become very popular in the world. And it has also observed that, the UNO has adopted 17 SDGs in the year 2015 with target of achieving them all by the year 2030. To the convenient of this research, this study has chosen to work on only SDG number eight: Decent Work and Economic growth. The Decent Work is simple termed as a meaningful employment that person deserves for his life, and the economic growth is something which is measure of a individual economic wellbeing by the quantitative variable. As per as the theoretical interpretation that has taken by this study has found that there is need of hour to improve the conditions pertaining to decent work in India. Economic Growth observed with the available official reports by the Ministry of finance, India. The Economic Survey Reports on the growth variables such are Per capita and GDP at market prices shows that there is considerable upward trend. It can be concluded by saying that there is must be accompanying of appropriate employment in India with these rising trends of GDP growth.

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