

Concept note
for
Consultative Workshop
on
Mapping of Decent Work Deficit in Automobile Sector in Pune

The informal sector is a regular, dynamic and dominant feature of the Indian economy and over the years it has made hefty inroads into the formal sector as well. There is a growing interdependency which is seen between the formal and informal sector and which carries implications for the world of work as well. It is in this context that this study has tried to analyse the nature of Decent Work (DW) deficits in the value chain of the automobile industry in Pune.

The study looked into categorising the value chain of the industry into three different tiers- tier I, II and III. The value chain of the industry had a mix of both formal as well as informal workers. These three different tiers presented different dimensions with regard to the Decent work indicators. Tier I enterprises which maintain close proximity with the assemblers/OEMs stand at an advantageous position as compared to enterprises belonging to other tiers and which also has a direct bearing on the work that is being carried out in these different enterprises. Several other issues related to wages, social security benefits, unionisation, wage parity, casualisation of work etc. have been assessed. While some of these variables are dependent on which tier they are located, others present a general trend of the entire industry. However, given all these different parameters it is nevertheless important to focus our attention in maintaining a minimum standard of work in this high growth industry.

Therefore, it is with this motive that the study and hence the workshop focuses on providing solutions to ease the accomplishment of attaining Decent working conditions. A multiple stakeholder approach for jointly arriving at some recommendations, which can be assimilated within this frame, is sought.