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Responsible Growth and Decent Work: Responsible Business Conduct and the Social Dimension of Sustainable Investment in India

A study by the Indian Institute of Corporate Affairs (IICA) commissioned by the ILO

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International Labour Organization
Route des Morillons 4
1211 Geneva 22
Switzerland

▸ Research Brief

Responsible Growth and Decent Work: Key Insights and Business Good Practices from India's Leading Enterprises and Financial Institutions

Summary of Research Findings and Businesses Practices

This Research Brief is prepared by the Indian Institute of Corporate Affairs (IICA) for the ILO, and draws on a study prepared by the IICA titled, *Responsible Growth and Decent Work: Responsible Business Conduct and the Social Dimension of Sustainable Investment in India,* commissioned by the ILO.

Key points

- **India's regulatory framework is strengthening Responsible Business Conduct (RBC).** The expansion of BRSR and value chain disclosures provides an opportunity to advance responsible enterprise conduct and promote decent work across supply chains, including among MSMEs.
- **Stakeholders increasingly recognize the value of RBC beyond compliance.** Responsible business conduct is gaining recognition as a driver of productivity, competitiveness, resilience, and sustainable enterprise development.
- **The social dimension of ESG is the next frontier.** Greater investment and policy attention are needed to ensure sustainable finance advances decent work, labour rights, inclusive growth, and the social-environmental nexus.
- **International trade is accelerating RBC.** Emerging due diligence requirements and trade agreements are making respect for international labour standards and decent work considerations increasingly important for participation in global value chains.
- **The business case for RBC is getting established.** Businesses are starting to see that respect for labour rights, human rights, and responsible supply chain management enhances competitiveness, investor confidence, market access, talent attraction, and resilience.
- **MSMEs are central to advancing RBC.** While they employ most workers, many still view ESG as a compliance requirement rather than an opportunity to strengthen market access, supply chain participation, and business growth.
- **A just transition is essential for advancing decent work and climate action.** India's shift to a resilient, low-carbon economy needs to be rooted in a just transition for all, accompanied by skills development, social protection, employment creation, sustainable enterprise development, social dialogue, among other key policy areas, to ensure decent work for all.
- **Social dialogue is fundamental to effective RBC.** Meaningful engagement between employers, workers and their representative organizations strengthens enterprise resilience, improves labour-market outcomes, and supports implementation of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) beyond compliance.

Introduction

This Research Summary Brief presents the key insights and practical illustrations from the research study 'Responsible Growth and Decent Work: Responsible Business Conduct and the Social Dimension of Sustainable Investment in India', conducted by the School of Business Environment, Indian Institute of Corporate Affairs (IICA), with technical support from the International Labour Organization (ILO). The full study includes primary research drawing on in-depth interviews with senior leaders across more than 20 leading enterprises and financial institutions, supplemented by national-level inter-ministerial, trade union, and employers' membership-based organizations (EBMOs) and Micro, Small, Medium Enterprises (MSMEs) stakeholder consultations, and supplemented by secondary research and analysis.

This Summary Brief is intended for policymakers, business practitioners, financial sector professionals, workers' and employers' representatives, and development partners seeking to understand how India's leading organizations are integrating responsible business conduct and the social dimension of ESG, and the practical good practices that have emerged from the research. The full research report should be consulted for detailed case profiles, conceptual framework, sector-by-sector analysis, complete references, and the full comprehensive study.

Context and Significance

India occupies a pivotal position in the global conversation on responsible business conduct. As the world's most populous nation and third-largest economy by purchasing power parity, its approach to labour standards, worker welfare, and sustainable investment carry significance far beyond its own borders. Over the past decade, India has built one of the most comprehensive architectures for responsible business conduct among emerging economies, anchored by the National Guidelines on Responsible Business Conduct (NGRBC 2019), SEBI's mandatory Business Responsibility and Sustainability Reporting (BRSR) (currently mandatory for top 1000 companies listed in SEBI), and four Labour Codes that consolidate 29 central labour laws.

While significant strides have been made in the environmental and governance dimensions of ESG, the social dimension presents a compelling opportunity for deeper regulatory attention and market engagement. The informal economy accounting for approximately 90 per cent of India's workforce remains largely outside formal ESG accountability frameworks. And the link between India's rapidly growing sustainable finance market, sustainable enterprise development and actual decent work outcomes for workers remains underdeveloped.

This research examines both what is working and where the significant opportunities lie. Its findings are encouraging: genuine innovation is underway, the business case for responsible conduct is increasingly well understood, and India's regulatory trajectory is broadly positive. The study also identifies clear and actionable opportunities to deepen the social dimension of India's ESG architecture.

Key research findings

The research surfaces six cross-cutting findings that together characterize the current state of responsible business conduct and ESG in India.

Theme	Key Research Findings
Regulatory momentum	India's BRSR framework which is mandatory for the top 1,000 listed companies is the most comprehensive mandatory ESG disclosure regime among emerging economies. BRSR Core (2023) requires assured reporting of key social performance indicators, and a value chain disclosure obligation effective FY 2026–27 will begin extending accountability into MSME supply chains.
The missing 'S'	Stakeholders across corporate, financial, and government sectors converge on the social dimension of ESG as the next frontier for structured growth. With India's green bond market having scaled rapidly and successfully, the conditions and institutional learnings are in place to catalyse an equally robust social finance architecture.
Business case is real	The research documents a multi-dimensional business case for social ESG - supply chain qualification (EU CSDDD, IPEF, OEM requirements), capital market access (ESG ratings, social bonds, PE/VC due diligence), talent outcomes (recruitment and retention), and reputational risk management. The case is increasingly recognized by corporate leaders, not merely sustainability teams.
Trade agreements as driver	International trade agreements and other frameworks such as India–UK CETA, IPEF Pillar II, EU CSDDD are creating enforceable decent work obligations for Indian exporters, representing a structural shift from voluntary to commercially consequential compliance pressure. MSME associations that initially resisted ESG disclosure now seek its mandatory applicability after experiencing export rejections.
Just transition is urgent	India's energy transition ambitions (500 GW renewable energy by 2030) will displace workers in coal, thermal power, and legacy automotive sectors. The coal sector alone employs approximately 450,000 workers directly. Institutional responses are nascent, and a dedicated just transition policy framework is an identified policy gap.
Social Dialogue remains critical	Meaningful worker and employer voice in ESG governance, just transition planning, and supply chain accountability is both normatively essential and practically effective. For instance, trade union consultation surfaced specific asks for collective bargaining recognition, gig worker social protection, and formal worker consultation in environmental transition planning. At the same time, employers' organizations for example require additional capacity-building to deliver ESG awareness, support data collection and build capacity at scale.

The social dimension of ESG: findings from enterprises

Primary research interviews across ten leading corporate enterprises reveal a spectrum of ESG maturity, from pioneering long-term integration to early-stage formalization. Several cross-cutting patterns emerge.

ESG as organizational identity vs. compliance

The sharpest distinction in the research is between enterprises where ESG reflects genuine organizational identity and those where it remains primarily a compliance exercise. Embedding responsible business conduct into enterprise strategy and governance, rather than treating it solely as a compliance exercise, can strengthen long-term business performance and stakeholder trust. Infosys provides one example of this approach, which was articulated in 1981, much before the ESG frameworks became known. Infosys framework includes integrated stakeholder engagement, human rights, responsible supply chain management, and community investment into its business practices over time. This demonstrates how sustained leadership commitment and integration of responsible business conduct into core business processes can support durable outcomes beyond regulatory compliance. The company was among India’s first UN Global Compact signatories in 2000.

The governance implication is significant, for example, wherever social ESG is embedded in founding identity, it generates more durable cultural commitment and stronger stakeholder outcomes than where it is adopted in response to regulatory requirements. This distinction is observable in how enterprises approach supply chain responsibility, grievance mechanisms, and social dialogue i.e. as core business processes or as reporting obligations.

Gender inclusion as strategic business priority

Mahindra and Mahindra’s approach to gender inclusion in automotive manufacturing at its Chakan and Pune facilities in the state of Maharashtra, illustrates a replicable model that addresses gender diversity through integrated, multi-dimensional intervention rather than singular measures. The company undertook comprehensive assembly line modifications such as ergonomic redesigns, height-adjustable workstations, and tool weight standards that make women’s participation physically feasible. These infrastructure investments were complemented by a community engagement model in which existing women employees serve as peer ambassadors in neighbouring villages, directly addressing safety concerns and demonstrating career pathways. The business case is concrete and is reflected through expanded labour pool, reduced attrition among trained women workers, improved employer brand, and stronger BRSR gender metrics. The research finding is that single-dimension gender interventions such as recruitment targets without infrastructure redesign, or safety improvements without community engagement are significantly less effective than the integrated approach.

Contract worker welfare and digital accountability

India’s industrial workforce includes a very large number of contract workers who fall outside the direct employment relationship and are frequently excluded from the welfare provisions available to permanent employees. NTPC’s Contract Labour Information Management System (CLIMS) represents the most sophisticated response to this challenge identified in the research. Developed following a safety incident at the Mundra plant, CLIMS provides real-time entry and exit tracking for NTPC’s approximately 27,000 contract workers across national operations, digital wage payment enforcement (ensuring that full wages are paid to the workers in a timely manner), automated Employees’ Provident Fund and Employees’ Pension Scheme monitoring, and location-specific work assignment records.

NTPC’s approach goes beyond digital tracking. The company provides hazard allowances above statutory requirements, mandates annual medical examinations for all contract workers, and offers contract workers’ children access to NTPC township schools. These measures extend meaningful welfare provisions to a category of workers who are typically excluded from enterprise ESG commitments.

The environmental–social nexus in practice

Several enterprises illustrate the ways in which environmental strategies generate social consequences, both positive and negative, depending on how they are designed and managed. One such positive synergy documented by JK Cement is its dust control systems installed for environmental compliance which simultaneously reduce workers’ exposure to crystalline silica dust which is the primary occupational health hazard in cement manufacturing. Similarly, Mitsuba India’s factory ventilation investments, driven by its Japan parent’s carbon neutrality targets, improve workplace environmental quality for production workers.

However, the negative dimension is more consequential at scale. NTPC’s transition from thermal to renewable energy generation requires workforce redeployment, skills transition programming, economic diversification and community investment in coal-dependent states. JBM Group must simultaneously invest in electric vehicle manufacturing and manage the transition of workers from internal combustion engine components. The research finding is that enterprises which design environmental strategies with explicit attention to social consequences are better positioned to realize positive synergies and mitigate displacement risk.

The social dimension of ESG: findings from financial institutions

Research interviews with twelve leading banks, development finance institutions, market infrastructure institutions, and asset managers reveal a financial sector that stands at different stages of ESG integration, with several institutions demonstrating distinctive and replicable approaches.

Social banking as commercial model

IDFC First Bank presents the research's most compelling illustration of social mission embedded in commercial banking strategy. The bank's retail and MSME-focused model targeting rural communities, agricultural borrowers, micro-enterprises, and women entrepreneurs through microfinance treats financial inclusion as a primary revenue line rather than a corporate social responsibility activity. The bank's 99.7 per cent collection rate across rural and MSME portfolios directly challenges the industry assumption that financial inclusion carries elevated credit risk.

IDFC First Bank has developed an internal social lending taxonomy that classifies loans by social outcome category i.e. education, water, sanitation and hygiene (WASH), women's livelihoods, and rural communities in anticipation of social bond market development. Zero-fee banking for low-income customers further embeds the social mission in commercial product design. This positions the bank at the leading edge of an emerging social finance market, with a track record and measurement infrastructure that other institutions are only beginning to build.

ESG governance in large commercial banks

ICICI Bank's ESG governance structure with the Chief Financial Officer as chair of the ESG Steering Committee and the Chief Risk Officer and Chief Human Resources Officer as mandatory members reflects a sophisticated understanding that ESG risks, including social risks such as labour violations in financed supply chains, are financial risks that require the same analytical rigour as credit risk or market risk. The Board-approved ESG policy covering seven areas including responsible business conduct toward customers, value chains, and employees, with quarterly implementation reviews, creates institutional accountability.

HDFC Bank's three-tiered governance architecture with Board CSR and ESG Committee, Executive ESG Apex Council, and three specialized working groups including a dedicated Social and Governance Working Group demonstrates a governance model that explicitly prevents social ESG from being subsumed within broader environmental or governance functions. The Product Responsibility Working Group's mandate to review all banking products for social implications integrates responsible conduct into core commercial operations rather than leaving it at the periphery through CSR activities.

Development finance and infrastructure social risk

NaBFID's voluntary adoption of international ESG standards which is driven by multilateral development bank partnership requirements rather than domestic regulation, demonstrates the upward harmonization potential of MDB engagement. The institution has established separate environmental and social policies for infrastructure project assessment and is progressively deepening the analytical rigour applied to social dimensions, including community development obligations, labour welfare, and occupational safety in roads, energy, and urban infrastructure projects.

The National Investment and Infrastructure Fund (NIIF) applies a three-stage ESG gate process with Investment Committee review at each stage, that institutionalizes social ESG assessment alongside legal, tax, and financial due diligence. NIIF's dual mandate of (a) risk management through screening ESG-compromised investments, and (b) value creation through actively improving portfolio companies' ESG performance post-investment, distinguishes its approach from compliance frameworks and positions it as a model for sovereign infrastructure investors.

ESG as investment discipline

Quantum Asset Management's Integrity Analysis Framework, operating since 1996, predates India's first ESG fund by 23 years and BRSR by 25 years, and demonstrates that rigorous social ESG integration in investment decisions is both long-established and commercially viable. The framework's two-pronged methodology of disclosure-based scoring that rewards transparency, and a deduction-based methodology that penalizes specific violations, generates differentiated analysis that generic BRSR compliance cannot replicate. Quantum's policy of not investing in companies with identified social ESG concerns represents one of the strongest investment-side commitments to the social dimension in India's asset management industry.

Good business practices

Good practices in this study are defined as approaches that: (a) demonstrably advance decent work outcomes for workers, (b) go beyond minimum legal compliance, (c) are grounded in an understood business case, (d) are potentially replicable by other enterprises in comparable contexts, and (e) contribute to systemic improvement in India's RBC architecture rather than representing isolated corporate positioning. Five good practices are documented below.

▶ GOOD PRACTICE 1: NTPC Contract Labour Information Management System (CLIMS)

- *Sector: Power and Energy (Public Sector) | Enterprise: NTPC Limited*

▶ **Practice:** Real-time digital tracking of 27,000+ contract workers across national operations; digital wage payment enforcement routing all contractor payments through a centralized system; automated Employees' Provident Fund and Employees' Pension Scheme monitoring that prevents under-contribution and wage theft; location-specific work assignment records enabling rapid headcount verification in emergencies. CLIMS was developed following a safety event at the Mundra plant that revealed the absence of reliable real-time data on how many workers were on site. Beyond CLIMS, NTPC provides hazard allowances of Rs. 3,000–4,000 per month above statutory wage requirements, mandates annual medical examinations for all contract workers, and offers contract workers' children access to NTPC township schools.

▶ **Business Case:** CLIMS reduces accident response time and liability exposure, prevents wage theft and the associated contractor turnover and legal risk, enables compliance with the Contract Labour (Regulation and Abolition) Act, and provides auditable records for BRSR social disclosure. Hazard allowances and welfare benefits reduce contractor attrition and strengthen safety culture. Digital payment systems reduce corruption risk in contractor wage administration.

▶ **Replicability Potential:** High. Any large enterprise with a significant contract workforce could potentially adopt digital contract worker management systems. Technology costs are declining. The regulatory and reputational benefits exceed implementation costs, and the BRSR social disclosure value provides an additional commercial justification.

▶ GOOD PRACTICE 2: Mahindra and Mahindra Gender-Inclusive Manufacturing

- *Sector: Automotive Manufacturing | Enterprise: Mahindra and Mahindra Limited*

- **Practice:** Comprehensive assembly line ergonomic redesign at Chakan and Pune facilities with height-adjustable workstations, tool weight limits, and equipment modifications that make women's participation physically feasible. Community role-model programme where existing women employees serve as peer ambassadors in neighbouring villages, directly addressing parental safety concerns that constitute a primary barrier to women entering shift manufacturing, gender-specific safety infrastructure including escorted transport for night shifts, female security personnel, and dedicated facilities. Partnership with Industrial Training Institutes (ITIs) to develop a pipeline of trained women candidates from pre-employment stage.

- **Business Case:** Expands the available labour pool in a competitive manufacturing labour market, reduces attrition among trained women workers, generating retention savings and production continuity, improves employer brand for graduate recruitment, strengthens BRSR gender metrics and ESG ratings performance. The ITI pipeline addresses supply-side constraints on gender diversity rather than competing only for a limited existing pool.

- **Replicability Potential:** High for the manufacturing sector. The integrated four-component approach of infrastructure, community, safety, and skills pipeline is significantly more effective than single-dimension interventions. Any large manufacturing enterprise could potentially adapt the model. The community engagement component in particular involves modest cost and generates disproportionate impact on participation barriers.

▶ GOOD PRACTICE 3: NTPC Quality Circles for Contract Workers

- *Sector: Power and Energy (Public Sector) | Enterprise: NTPC Limited*

- **Practice**: Structured quality circles extended to contract workers and not only permanent employees as formal forums for identifying operational problems, proposing solutions, and receiving documented management responses. At the Simhadri plant, contract workers' quality circle submissions led to the installation of multilingual worksite signage in Telugu and Oriya, directly addressing a safety communication gap identified by the workers themselves. The programme treats contract workers as knowledge holders whose frontline understanding of operational conditions is a resource, and not merely a compliance category to be managed.

- **Business Case:** Improves safety outcomes through integration of frontline operational knowledge, reduces contractor grievance escalation and associated management costs, demonstrates meaningful social dialogue that goes beyond token consultation, strengthens alignment with the ILO MNE Declaration's provisions on industrial relations and worker participation. Worker voice in safety matters also reduces the likelihood of costly incidents.

- **Replicability Potential:** High. Quality circles require modest infrastructure investment including a meeting format, a response protocol, and management commitment to follow through on submissions. The extension to contract workers is a deliberate design choice rather than a resource question, making it potentially directly replicable across any enterprise with contract workforces.

GOOD PRACTICE 4: Infosys Foundational ESG Integration

- *Sector: Information Technology and Services | Enterprise: Infosys Limited*

- **Practice**: ESG was embedded in organizational identity since its founding (1981) philosophy of 'earning the respect of stakeholders globally'). The company also established Infosys Foundation in 1996. Infosys became a UN Global Compact signatory from 2000, before most Indian peers. Embedding responsible business conduct into enterprise strategy and governance, rather than treating it solely as a compliance exercise, Infosys could generate stronger, more durable outcomes. Infosys illustrates this approach through its long-standing emphasis on stakeholder trust, early investments in community initiatives, and the progressive integration of human rights and responsible business practices into its governance and operations. The management worked on developing conduct with progressive compliance timelines, enabled dialogue mechanisms at enterprise and supply chain levels, gender pay equity tracking and reporting, ESG integrated across strategic planning, compensation structures, and supply chain management rather than siloed in a standalone function.

- **Business Case:** Employer brand that supports talent attraction in a highly competitive technology labour market, client confidence in social compliance for global supply chain participation, stronger ESG rating performance supporting institutional investor access, and durable reputational capital that insulates the company in periods of broader sector scrutiny. The 40-year track record generates credibility that no recently adopted ESG programme can replicate.

- **Replicability Potential:** The specific founding history could potentially be replicated by newer companies, to embed RBC practices in the very founding principles, which also are strengthened over time. The principle of embedding social responsibility in organizational identity and board-level philosophy rather than compliance frameworks is directly applicable. The lesson for any enterprise is that ESG integration at founding, or through genuine leadership commitment rather than regulatory response, generates significantly stronger and more durable outcomes.

GOOD PRACTICE 5: IDFC First Bank Social Lending Taxonomy

- *Sector: Banking and Financial Services | Enterprise: IDFC First Bank*

- **Practice**: Development of an internal social lending taxonomy that classifies the bank's loan portfolio by social outcome category, such as education, WASH, women's livelihoods, rural community development, enabling measurement of the social dimension of the lending portfolio, and not only its financial performance. Zero fee banking for low-income customers operationalizes financial inclusion as a product design principle. Microfinance with 60 per cent women borrowers and a 99.7 per cent portfolio collection rate demonstrates that social mission and credit quality are commercially compatible. The taxonomy is designed in anticipation of social bond issuance, positioning the bank to access social bond capital markets as the regulatory framework develops.

- **Business Case:** Positions the bank for social bond issuance and sustainability-linked financing at preferential terms, differentiates the brand in a competitive banking market where ESG credentials are increasingly a factor in institutional and corporate client relationships, demonstrates the viability of financial inclusion as a commercial revenue model, not a CSR cost centre, supports BRSR social indicators on financial inclusion and advances the bank's ESG ratings performance.

- **Replicability Potential**: High for financial institutions of all types. The social lending taxonomy approach is potentially directly transferable to any bank or NBFC that wishes to measure and report on the social dimension of its loan portfolio. The 99.7 per cent collection rate in the rural and MSME portfolio challenges industry resistance to financial inclusion as inherently high-risk and provides a commercial benchmark.

Cross-cutting lessons for practitioners

Taken together, the good practices and enterprise findings yield six cross-cutting lessons for practitioners seeking to strengthen the social dimension of ESG and responsible business conduct.

- **Integration over silos:** The most effective approaches treat social dimension of ESG as a core business process embedded in strategic planning, compensation, product design, and supply chain management and not as a standalone sustainability function reporting to a CSR committee. ICICI Bank's governance architecture (CFO as ESG Committee Chair), IDFC First Bank's social banking model, and Infosys's founding philosophy all reflect this integration approach.
- **Address barriers, not just targets:** Gender inclusion targets without ergonomic redesign, community safety assurance, and skills pipelines produce limited results. Mahindra and Mahindra's success lies in identifying and systematically removing the actual barriers to women's participation rather than setting numerical goals in isolation.
- **Digital systems unlock compliance and accountability:** NTPC's CLIMS demonstrates that digital contract worker management systems generate commercial value (reduced liability, prevented wage theft, auditable BRSR records) that exceeds implementation cost. The technology infrastructure for responsible contract labour management is accessible to any enterprise with significant contract workforces.
- **Worker voice improves outcomes:** NTPC's quality circle programme for contract workers, and the broader pattern of genuine social dialogue across the research, demonstrates that worker voice in operational management generates safety improvements, reduces grievance escalation, and produces cost savings that outweigh the investment in participation structures.
- **Measurement infrastructure precedes markets:** IDFC First Bank's social lending taxonomy, developed ahead of regulatory requirements, positions the bank to access social bond markets as they develop. Nuvama Group's deliberate 'data credibility first' approach to ESG of building reliable measurement infrastructure before setting targets reflects the same insight that robust data systems are the foundation, not the complement, of credible ESG commitments.
- **Commercial consequences drive uptake:** The research consistently finds that trade agreement requirements, export market conditions, and capital market incentives generate compliance uptake that voluntary guidelines cannot replicate. The practical implication for enterprises is that ESG investments positioned as risk management for commercial relationships are more likely to receive sustained resourcing than those positioned as reputational or normative obligations.

Policy recommendations

The study offers eight evidence-based recommendations for strengthening the social dimension of responsible business conduct and ESG in India. The recommendations are framed as enabling actions, creating conditions for good practices to proliferate, rather than punitive or purely regulatory interventions. Continued collaboration with the ILO will be important in advancing and strengthening the social dimension of India's emerging RBC and ESG architecture.

S. No.	Recommendation	Principal Target
1.	Operationalize the business case for social ESG through evidence-based communication linking responsible labour practices to supply chain qualification, capital market access, and talent outcomes	MCA, SEBI, ILO, Industry Associations
2.	Develop a formal social taxonomy for India's sustainable finance framework, with mandatory decent work criteria for social bond eligibility aligned with ILO core labour standards	SEBI, RBI, NaBFID, Ministry of Finance, Ministry of Labour, ILO, workers' and employers' organisations
3.	Commission a technical review of BRSR social indicators in Principles 3 and 5, addressing measurement ambiguities in parental leave, disability, and health and safety assessment reporting	SEBI Technical Advisory Committee, MCA
4.	Establish a Central–State convergence roadmap for Labour Code implementation with milestones and accountability mechanisms, prioritizing gig worker benefit delivery and PAN-India ESIC extension	Ministry of Labour and Employment, State Governments
5.	Launch a national MSME-ESG readiness programme linking Udyam, ZED, SIDBI, and PLI scheme infrastructure to targeted capacity building on BRSR value chain disclosure ahead of the FY 2026–27 mandate	Ministry of MSME, IICA, SIDBI
6.	Develop an explicit just transition framework (drawing on ILO Just Transition Guidelines) for India's energy and industrial decarbonization, including with a focus on social dialogue, worker redeployment, skills transition, sustainable enterprise development and decent work safeguards as mandatory criteria for PLI schemes and green finance	Ministry of Labour, Ministry of Heavy Industries, NTPC, ILO, workers' and employers' organisations
7.	Finalize the National Action Plan on Business and Human Rights and establish digital, anonymized grievance mechanisms as required elements of NGRBC and BRSR compliance	Ministry of Corporate Affairs, NHRC
8.	Harmonize data from PLFS, ESIC, EPFO, and BRSR social disclosures into a unified policy monitoring dashboard enabling cross-ministerial accountability and decent work tracking	Ministry of Statistics, Ministry of Labour, SEBI

ILO. *Responsible Growth and Decent Work: Key Insights and Business Good Practices from India's Leading Enterprises and Financial Institutions*, Research brief, Geneva: International Labour Office, 2026. © ILO.

Contact details
International Labour Organization
Route des Morillons 4
CH-1211 Geneva 22
Switzerland

T: +41 22 799 7239
E: @ilo.org

ilo.org

International Labour Organization
Route des Morillons 4
1211 Geneva 22
Switzerland