Decent Work: Insights from India's IT Industry

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'Decent Work' is a concept developed by the International Labour Organisation that sums up the aspirations of people in work life. This book provides a consolidated and encompassing guide to the underlying philosophy, meaning and theory of the decent work paradigm. It also provides an empirical analysis of the current status of decent work in the Information Technology (IT) industry of India adopting a pragmatic approach towards the measurement of decent work.

One of the purposes of this study is to unfold different dimensions of decent work and counter the general perceptions about work conditions in the IT industry. Surprisingly, work was not found to be decent for a majority of Indian IT employees on various indicators.

The key features of this book are: a thorough conceptual coverage; rich literature review; cross-examination of decent work indicators in the context of India's IT industry; construction of Decent Work Index (DWI) at the micro-level; indices for each decent work indicator; primary data based on questionnaire responses; and detailed discussion on the implications of deficiency of decent work in India in general and the IT industry in particular.

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