

Thinking



The workforce is integral to the global and local economies but stays largely at the bottom of the pyramid, with skewed participation of women and trans people facing issues related to inequity, bias, discrimination, harassment, and violence.

Systems generally tend to transact rather than engage with the workforce.
Their wellbeing is mostly considered a 'cost' not an 'investment'.

A large number of the workforce are migrants, experiencing exclusion and poverty as a result of inadequate resources, and support, and a lack of inclusive infrastructure, leadership, practices, policies, and systems.

With rising climate, health, and occupational risks threatening millions of lives and livelihoods, the world is transitioning from being Volatile, Uncertain, Complex, and Ambiguous (VUCA) to being Brittle, Anxious, Non-Linear, and Incomprehensible (BANI), where the workforce tend to get caught in a vicious loop of poverty, unemployment, precarious work, and living conditions. In both VUCA/BANI-led labour markets, employers and industries too are caught up between businesses, growth, and production at one end and attrition, absenteeism, and productivity at the other end.





So why should we invest in making wellbeing a reality for the workforce?

Research substantiates that an empowered workforce fosters economic growth, which can be backed by comprehensive efforts and good practices. With an investment of \$10 trillion projected by 2035, the benefits can only be realised if we invest in our workforce (Centre for Economics and Business Research (CEBR)).