

Country Snapshot: India



Overcoming Workforce Management
Obstacles in India

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“Made in India” initiative requires boost in productivity

Managing the multigenerational workforce

- India is getting younger; more than half the population is under age 25

Myriad States

- Each State has its own legislation, languages, and cultures
- Approximately 165 pieces of labour legislation, including 55 central (federal) and 110 state laws
- There are 22 official languages; most unskilled workers do not speak English

Leave management is the most complex in the world

- Amount and multitude of leave entitlements
- Leave encashment (“cash-out”) policies
- Leave precedence rules
- Complex approval workflows

Business and government¹

Degree of influence

- Government intervention has decreased significantly since 1991. The business environment has become much more open to foreign investment, with increased freedom for market entry, production, exports and imports, and a liberalized trade policy. Workers’ rights are well defined and guaranteed by law.

- India’s industrial growth has been facilitated by its highly educated and sophisticated labor force, which demands relatively low to moderate wages

Barriers to doing business

- India’s existing infrastructure is in need of improvement, and its bureaucracy could be streamlined

Business ethics

- Corruption is often associated with politics and the public sector in India

Attitude toward business

- Indians tend to have a strong work ethic and place value on working hard to advance their careers
- Attitudes toward business and money vary immensely from region to region in India



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¹ *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at www.globesmart.com/products/culture-guides/.