



The Indian Economic Journal
JOURNAL OF THE INDIAN ECONOMIC ASSOCIATION
Volume - 5-C • Special Issue • December 2025

**SOCIAL INCLUSION
EMPLOYMENT AND
HUMAN DEVELOPMENT**



- Secure Employment in Bihar: Evidence from PLFS 2023-24
OM PRAKASH SAHU
SANJAY KUMAR
AMIT KUMAR SINHA 1687
200. Maternal and Child Health Outcomes in Bihar: Evaluating the Effectiveness of JananiSuraksha Yojana (2020-2024)
ABHISHEK ANAND 1694
201. A Study on Work-Life Balance and Its Impact on Employee Productivity
SNEHA KUMARI 1702
202. Psychosocial Predictors of Employment Readiness: The Role of SES and Family Attachment among Emerging Adults in India
SAJIN FRANCIS
M. MURUGANATHAN 1710
203. Employment and Human Development: Pathways to Inclusive Economic Growth
S. MUTHU MEENAKSHI 1719
204. Assessing the Impact of Self-Help Groups on Women's Entrepreneurial Development in Rural Thiruvallur District of Tamil Nadu
T. SELVI 1729
205. A Study on Employee Engagement and Its Influence on Organizational Performance in Ites Sector
NARMADHA
K. VINAYAGAM 1737
206. Inclusive Growth and Sustainable Development in Tamil Nadu through CSR Initiatives of the Tata Foundation
B KALAIYARASAN 1742
207. Financial Inclusion Without Spatial Security: The Paradox of Street Vending Policy in India
ARPITA SINGH 1746
208. Employment and Unemployment Trends of Rural and Urban Areas - A Macro level Study in India 2017 - 2022
ANKASALA SAMBHA SIVA RAV 1753
- as a Human Capital Challenge: A Qualitative Analysis
P. DIVYAGAYATHRI
S. CHANDRA CHUD 1762
210. The Socio-Cultural Satisfaction of Indian Expatriates in Gulf Cooperation (GCC) Countries: A Gendered Analysis
SHEMEEM K.H.
V. BALARUBY 1764
211. Digital Transformation in Kerala Tourism: Assessing the Impact of Technology on Human Resource Development
PRAVEENA PREMAN P P
A. GOKULA KRISHNAN 1774
212. A Study on the Work Life Balance of IT Professionals in India
ROSHINI THOMAS
SASI KUMAR. P 1787
213. An Alternative Approach of PPP in Context of MID Day Meal Programme in India: Using Data Envelopment Analysis (DEA)
SATCHIDANANDA SARDAR 1796
214. Socioeconomic Determinants of Health Inequalities in India :A Comparative Perspective for Global Pathways
ASHWIN KRISHNA
ROOPA PATAVARDHAN
MAYA K 1803
215. Exploring the Antecedents of Work-Life Balance on Job Satisfaction
MAHALAKSHMI
M. KOTTEESWARAN 1811
216. Regional Analysis of Socio-Economic Indicators in India: A Comprehensive Empirical Study Based on NSSO Data
CHOWDAPPA V. A
SRI MANJUNATHA ULAVATHI
SHETTAR 1811
217. Impact of Ddu-Gky in Generation of Rural Youth Employment Opportunities: A Study Ofkarnataka State
VISHWANATHA. KHOT
RAGHAVENDRA HAJGOLKAR 182
218. Gender-Inclusive Economic Growth via Financial Literacy: The Coimbatore Case
AHANYA C B
AKSHAY P K 183

Employment and Human Development: Pathways to Inclusive Economic Growth

S. Muthu Meenakshi

Abstract

India is currently navigating a complex terrain of economic growth, demographic change, and technological transformation. Key to this journey are the twin pillars of employment and human development. Trends in these areas help us measure not just how many are working, but how well people live, their skills, health, and opportunities. In recent years, India has shown improvements in human development indicators even as the labour market increasingly faces issues of informality, automation, skills mismatch, and gender disparities. Here examine the causes and factors of human wellbeing and also concentrate on latest trends in employment and human development in India, the drivers behind them, and their implications for the country's growth and well-being.

Keywords: Employment, Wellbeing, Human Development.

Introduction

The theme of employment has returned to the forefront of the international development agenda, following on the heels of the global financial crisis and its aftermath. Prominent examples include recent reports by UNCTAD, UNRISD, the World Bank, in addition to the extensive work by the International Labour Organization. The social value of employment has been recognised within this revived attention, bringing the theme close to the heart of the human development approach.

However, there is a danger of reducing the 'social' into a utilitarian framework. For instance, the 2013 World Development Report treats the 'social value' of jobs as the individual value of a job (presumably the wage) plus its various spill over effects, which can be negative, such as environmental costs, or positive, such as social identity, sense of fairness, or gender equality. This idea of spill overs comes from modern welfare economics – an influence that leading thinkers of the human development approach have tried to critique and overcome since the origins of the approach.

Instead, the idea of 'social value' arguably needs to be anchored in a more nuanced sociological understanding, such as the social nature of basic needs. Like happiness, but unlike objective human development metrics, social values are inherently relative and subjective, such as the sense of security and dignity that people derive from work. These perceptions can adapt over time and to changing contexts. The perception of certain types of work as enhancing dignity in a rural agrarian context, for instance, might not persist through the course of urbanization. Structural and institutional transformations associated with development add even further complexities, particularly in a globalised setting where perceptions are conditioned by factors that extend far beyond the local.

Unemployment is a good example of these complexities. There is a consensus that unemployment must be generally avoided not only because it is detrimental to incomes and demand, but also to dignity and social cohesion. However, many policies that address unemployment have been controversial because, for example, they can often result in detrimental effects on peoples' dignity or social status by forcing them to accept substandard employment mismatched with their skill sets, or else by being used to

Associate Professor, Department of Commerce (Accounts and Finance), Vels Institute of Science, Technology and Advanced Studies, Chennai.

Discipline welfare recipients to avoid situations where they are forced to accept any work at any wage. If affordable and available, schooling options are also available for mature students, spells of unemployment might be reskilling and result in increased social mobility, esteem and income. Under such circumstances, the ability to be unemployed could become a source of dignity and advantage. In most developed countries, people that lack generalized social security, unemployment is generally a status that only relatively few people can afford.

The relationships between social and economic values are hugely debated on empirical, ideological and even epistemological grounds. The utilitarian argument that the social value of employment is more or less imputed by its monetary market value is particularly problematic in those labour markets in which people are compelled to work and are not necessarily free to withdraw from a highly competitive labour market bargain, whether their compulsion is driven by absolute poverty or else by more complex social needs. The lack of freedom to be excluded in this sense can lead to exploitation.

We might also question whether the processes that drive modern economic growth reinforce the values of employment. The classical Marxist answer is that capitalist processes are fundamentally alienating for labour, the class conflict that follows is what makes capitalism so dynamic, rather than the harmony between social and economic values. As pointed out by Giovanni Arrighi, even Adam Smith viewed the division of labour within production units and the specialization of work into more and more uniform tasks as harmful to the moral and intellectual qualities of the labour force. This tension between productivity and social value can be observed today within increasingly complex and automated factory systems of production and distribution, such as in the 'Walmartization' of retail stores across the globe.

Bearing these complexities in mind, it is nonetheless useful to focus on the conditions that might lead to sufficient and sustained social values of employment within development. Redistribution is a hugely important condition given its role in socializing the wealth produced by increasing productivity in order to support forms of employment that would be deemed socially valuable and that would reinforce the human development gains, such as in education. In the absence of such socialisation, the perpetual quest for increasing worker productivity might well exacerbate certain structural aspects of vulnerability, thereby undermining the social valuation of objective (or absolute) gains made in human and economic development.

Human Development

Human development incorporates the need for income expansion. However, income growth should consider expansion of human capabilities. Hence development cannot be equated solely to income expansion.

Income is not the sum-total of human life. As income growth is essential, so are health, education, physical environment, and freedom. Human development should embrace human rights, socio-economic freedoms. Based on the notion of human development, Human Development Index (HDI) is constructed. It serves as a more humane measure of development than a strictly income-based benchmark of per capita GDP.

The first UNDP Human Development Report published in 1990 stated that: "The basic objective of development is to create an enabling environment for people to enjoy long, healthy and creative lives." It also defined human development as "a process of enlarging people's choices" and strengthening human capabilities "in a way which enables them to lead longer, healthier and fuller lives."

From this broad definition of human development, one gets an idea of three critical issues involved in human development interpretation. These are: to lead a long and healthy life, to be educated, and to enjoy a decent standard of living. Barring these three crucial parameters of human development as a process enlarging people's choices, there are additional choices that include political freedoms, other guaranteed human rights, and various ingredients of self-respect.

One may conclude unhesitatingly that the absence of these essential choices debar or blocks many other opportunities that people should have in widening their choices. Human development is thus a process of widening people's choices as well as raising the level of well-being achieved.

What emerges from the above discussion is that economic growth measured in terms of per capita GNP focuses only on one choice that is income. On the other hand, the notion of human development embraces the widening of all human choices—whether economic, social, cultural or political. One may, however, contest GDP/GNP as a useful measure of development since income growth enables persons in expanding their range of choices.

Human Development Index

The Human Development Index (HDI) measures a country's average achievements in three key dimensions of human development—health, education, and standard of living. The 2023 HDI rankings highlight continued progress among developed nations, with Nordic countries maintaining leading positions globally.

Rank	Country	HDI value
2	Norway	0.970
2	Switzerland	0.970
4	Denmark	0.962
5	Germany	0.959
5	Sweden	0.959
7	Australia	0.958
8	Hong Kong, China (SAR)	0.955
8	Netherlands	0.955
17	United States	0.938
130	India	0.685

Source: UNDP Human Development Report 2025

Switzerland leads the world in HDI (0.972), followed closely by Norway and Switzerland (0.970 each). The Nordic countries dominate the top positions, reflecting strong social welfare systems and high standards of living. Countries like Germany, Sweden, and Australia continue to score above 0.95, reflecting sustained investments in education and healthcare. India ranks 130th with an HDI of 0.685, indicating steady improvement but highlighting ongoing challenges in income equality, education, and healthcare. The overall HDI gap between high- and medium-income nations remains significant, though narrowing due to progress in developing regions.

The Human Development Index (HDI) is a composite statistic developed by the United Nations Development Programme (UNDP) to assess and compare countries' levels of human development. It is based on three key dimensions—health, education, and standard of living.

highlighting improvement and areas requiring continued focus.

Changes in India's HDI Value and Indicators Between 2022 And 2023

Key Item (Human Development Index)	2022	2023
Rank	133	130
HDI Value	0.676	0.688
Life Expectancy (years)	71.70	72.00
Mean Years of Schooling (years)	12.96	12.95
More Years of Schooling (years)	6.57	6.88
Gross National Income Per Capita (\$ 2021 PPP)	8475.68	9046.76

Source: United Nations Development Programme (UNDP), Human Development Report 2023

India's HDI rank improved from 133 in 2022 to 130 in 2023, and its HDI value increased from 0.676 to 0.688. This positive change indicates incremental progress in overall human development and places India in the medium human development category. Life expectancy at birth increased from 71.70 to 72.00 years, reflecting gradual improvements in healthcare access, nutrition, and living standards. Expected Years of Schooling remained nearly stable (slight dip from 12.96 to 12.95 years), while Mean Years of Schooling rose from 6.57 to 6.88 years, showing tangible progress in educational attainment and literacy levels. Gross National Income (GNI) per capita grew from \$8,475.68 to \$9,046.76 (PPP), marking an improvement in average income and standard of living, driven by economic recovery and growth.

India's steady HDI rise reflects continued socioeconomic progress. Gains in mean years of schooling and life expectancy demonstrate policy success in education and health. Economic growth contributed to improved income levels, though inequality and access disparities persist. Educational indicators suggest a need for sustained focus on quality and inclusivity in learning outcomes. India's advancement in the Human Development Index from 2022 to 2023 underscores positive national trends in human well-being. While progress is evident, further investments in education quality, healthcare systems, and income equality are crucial to accelerate development and achieve higher HDI ranking in the coming years.

Components of Human Development

The noted economist Mahbub ul Haq considered four essential pillars of human development. These are:

- i. Equality,
- ii. Sustainability,
- iii. Productivity, and
- iv. Empowerment.

Equality

If development is viewed in terms of enhancing people's basic capabilities, people must enjoy equitable access to opportunities. Such may be called equality-related capabilities. To ensure

Gender Equality

Gender equality is essential to the development of the world. It is essential to the development of the world because it is essential to the development of the world. It is essential to the development of the world because it is essential to the development of the world.

Gender equality is essential to the development of the world. It is essential to the development of the world because it is essential to the development of the world. It is essential to the development of the world because it is essential to the development of the world.

Sustainability

Another important facet of human development is that development should 'keep going', should 'last long'. The concept of sustainable development focuses on the need to maintain the long-term productive capacity of the biosphere. This then suggests that growth cannot go on indefinitely. There are, of course, 'limits to growth'. Here we assume that environment is an essential factor of production. In 1987, the Brundtland Commission Report (named after the then Prime Minister of Norway) defined sustainable development as 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'. This means that the term sustainability focuses on the desired balance between human economic growth and environmental quality. To attain the goal of sustainable development, what is of great importance is the attainment of the goal of both intra-generational and inter-generational equality.

This kind of inequality includes the term 'social well-being' not only for the present generation but also for the people who will be on the earth in the future. Any kind of environmental decline is tantamount to violation of distributive justice of the disadvantaged people. Social well-being thus does depend on environmental equality.

Productivity

Another component of human development is productivity which requires investment in people. This is commonly called investment in human capital. Investment in human capital, in addition to physical capital, can add more productivity. The improvement in the quality of human resources raises the productivity of existing resources. Human Development Report 1990, the World Development Report 1990 articulated its importance. 'The dominant factor of production is improving the welfare of poor people not just quick energy and crop yield the dominant factor is the improvement in population quality'. Empirical evidence from many less developed countries confirms the view.

Empowerment

The empowerment of people particularly women another component of human development. In the world, genuine human development requires empowerment of all aspects of life.

Empowerment implies a political democracy in which people themselves make decisions about their lives. Under it, people enjoy greater political and civil liberties and are free from excessive controls and regulations. Empowerment refers to decentralisation and devolution of benefits of governance are reaped by all peoples. It focuses on grassroots participation and promotes democracy by enfranchising the disadvantaged groups. Unfortunately, the dominant feature of 'bottom-up' development strategy rather than 'top-down'. Participatory development policies and strategies male-dominated. But the benefits of development are to be made more sensitive'.

Discrimination against women in health and education is very costly from the perspective of achieving development goals. Education of women can lead to a virtuous circle of women's better care of children, more educational opportunity, and higher productivity. As women's education rises, women's independence in making their own choices also increases.

Employment plays a critical role in human development by providing individuals with income and access to resources that support well-being. Recent studies show that while global employment has expanded in numbers, the quality of jobs remains a concern—especially in developing countries. For example, the *India Employment Report 2024* by IHD and ILO reveals that a large proportion of jobs remain informal and insecure, particularly among youth, despite increases in education levels. This points to a growing mismatch between skills provided by education systems and those demanded by employers.

In Bangladesh, research published in *Discover Sustainability (2024)* highlights the positive impact of higher education in fostering sustainable employment, but also stresses the need to strengthen employability skills and create more decent work opportunities. Meanwhile, a study on Nigeria in the *International Journal of Research and Innovation in Social Science* shows that human capital, particularly education and health has a positive but limited effect on employment and economic growth, largely due to weak policy implementation and low investment. The growing impact of automation on employment patterns is also central to this discourse.

Research by Marguerit (2024) shows that AI can either augment or replace human labor, depending on whether it's used to support or automate tasks. This dual effect is especially significant for unskilled workers, who are more at risk of job displacement. Additionally, a comparative study of India and the U.S. finds that Indian workers are more vulnerable to automation due to their concentration in routine low-skill jobs, raising urgent concerns about inequality and human development. Across various contexts, experts argue for policy responses that include workforce upskilling, social protection, and inclusive economic planning to ensure that employment remains a driver—not a barrier—to human development.

Causes And Factors Drive Employment And Human Development

1. **Education and Skill Training:** Investment in quality education and vocational skills prepares individuals for modern job markets. Countries with strong educational systems tend to have higher employment rates and better innovation outcomes.
2. **Health and Nutrition:** Healthy individuals are more productive, less likely to miss work, and contribute more actively to economic growth.
3. **Government Policies and Economic Reforms:** Labour laws, social security systems, and incentives for entrepreneurs create an environment where businesses can thrive and create employment.

4. **Technological Advancement:** While technology can displace some jobs, it also creates new sectors and opportunities that require higher skills—encouraging upskilling and human capital development.

5. **Private Sector Participation:** A dynamic private sector generates jobs, supports entrepreneurship, and often invests in employee development.

Impact on Economic Growth

The synergy between employment and human development directly influences economic growth:

- **Increased Productivity:** Educated and healthy workers are more efficient, which raises the output of industries and services. Education enhances cognitive abilities, problem-solving, and technical skills, enabling employees to adapt to new technologies and methods of production. Health ensures fewer sick days, higher energy levels, and greater focus at work. As a result, industries and service sectors experience higher output per worker, improved product quality, and reduced operational costs. Over time, this contributes to overall economic growth, as a more productive labour force can produce more goods and services with the same amount of resources.

- **Poverty Reduction:** Employment enables people to earn a steady income, thereby reducing poverty and dependency on government welfare. When individuals secure stable jobs, they gain a steady source of income, allowing them to meet their basic needs such as food, shelter, healthcare, and education. This reduces reliance on Government welfare programs and foreign aid, enabling countries to redirect resources toward infrastructure and development. Moreover, as incomes rise, people are able to invest in their children's education and health, breaking the intergenerational cycle of poverty. Employment also fosters a sense of dignity and social inclusion, strengthening community well-being.

- **Inclusive Growth:** When marginalized groups (e.g., women, rural populations) gain employment, income inequality reduces, and social cohesion improves. When women, rural populations, minorities, and persons with disabilities gain access to education, skills training, and employment, they contribute to and share in economic progress. This leads to reduced income inequality and greater social cohesion, as more people participate in and benefit from economic activities. Inclusivity also strengthens political stability, as equitable societies are less prone to unrest and social tension. So, inclusive growth not only enhances fairness but also sustains long-term economic development.

- **Innovation and Entrepreneurship:** Human development encourages creativity, critical thinking, and entrepreneurship—key drivers of long-term growth. Education encourages critical thinking, research, and problem-solving, empowering individuals to develop new ideas, products, and technologies. Entrepreneurship generates new businesses, creates jobs, and promotes competition, which increases efficiency and productivity across industries. A society that values learning and innovation continuously adapts to global trends and technological changes, maintaining a competitive edge in the global market. Innovation also helps address social and environmental challenges, leading to sustainable economic progress.

- **Demographic Dividend:** In countries with large youth populations, investing in education and job creation can lead to a surge in economic growth, provided these young people are productively employed. Countries with large youth populations, such as many developing nations, have a unique opportunity to accelerate growth if they invest in education, skills development, and job creation. When young people are productively employed, they contribute to higher savings, greater consumption, and enhanced innovation. However, if this potential workforce remains unemployed or underemployed, it

However, without quality employment, even countries with high educational levels can experience a drain, underemployment, or jobless growth - where GDP rises but job creation stagnates.

Challenges and Way Forward

Despite its importance, many countries face challenges in aligning employment with development. Informal labour markets, underemployment, skills mismatches, and weak social protection limit the potential of workers. To address this, governments must:

- Invest in universal education and healthcare
- Promote lifelong learning and skill adaptability
- Strengthen labour laws and worker protections
- Foster industries that are labour-intensive and future-oriented (e.g., green energy services)

Public-private partnerships and international cooperation also play a key role in creating quality employment aligned with human development goals.

Recent Trends in Employment

The official data source on Employment and Unemployment is Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2018. The survey period is July to June every year. As per the latest available Annual PLFS report, the estimated Worker Population Ratio (WPR) and Unemployment Rate (UR) on usual status for population of age 15 years and above in the country is as follows:

Year	WPR(in%)	UR(in%)
2017-18	46.8	6.0
2018-19	47.3	5.8
2019-20	50.9	4.8
2020-21	52.6	4.2
2021-22	52.9	4.1
2022-23	56.0	3.2
2023-24	58.2	3.2

Source: PLFS, MoSPI

Rising Worker Population Ratio (WPR)

The WPR increased steadily from 46.8% in 2017-18 to 58.2% in 2023-24, indicating that a greater proportion of the working-age population is engaged in economic activity. This growth reflects a post-pandemic recovery, increased participation in self-employment and informal activities, and improving labour market opportunities, especially in rural areas.

Declining Unemployment Rate (UR)

The Unemployment Rate declined from 6.0% in 2017-18 to 3.2% in 2023-24, showing a significant reduction in the share of unemployed individuals. This trend suggests improved labour absorption in the economy, though some of this may be due to increased informal or low-productivity employment rather than high-quality job creation.

1. Informality Remains High

More than 80% of the workforce is engaged in the informal sector in some way—either as casual labour, self-employed, or otherwise outside formal employment contracts. Self-employment and casual labour dominate over regular salaried jobs. Agriculture remains the sector employing a large share, though productivity there is low, and many rural workers rely on livelihood activities that do not guarantee stable income.

2. Labour Force Participation and Unemployment

Labour force participation has been slowly recovering. The *Labour Force Participation Rate (LFPR)* was about 50.4% in 2023-24, up from 49.3% in 2017-18. The female participation rate has seen a large jump: from 23.3% in 2017-18 to about 41.7% in 2023-24. Unemployment has declined over recent years: a drop from 6% in 2017-18 to 3.2% in 2023-24.

3. Sectoral Shifts and Job Quality

While agriculture still employs a large share (45%) of workers, its share increased somewhat in recent estimates; meanwhile manufacturing and services have not expanded employment as fast as might have been hoped. There is a trend of businesses adopting more automation and labour-saving technologies. This is contributing to fewer net new jobs in certain sectors, especially among low-skill jobs.

4. E-commerce, Gig Economy, and Skills

The digital economy, e-commerce, logistics, and gig work are growing as sources of employment, especially for youth and in urban/peri-urban areas. Employers are increasingly placing emphasis on digital skills, problem solving, communication, and adapting to new technologies. Also, there is evidence of hiring momentum: India ranks first globally for its employment outlook for Jan-March 2025 in the ManpowerGroup survey, with IT leading and positive outlook in sectors like financials, real-estate, consumer services, etc.

5. Policy Initiatives and Reforms

A number of government initiatives aim to formalize employment, improve welfare of informal workers, develop skills, and connect job seekers to opportunities. Examples: The *e-Shram* portal is being used to register large numbers of informal workers, so that social security and benefits may be better extended. Labour codes have been reformed (consolidation/simplification) to standardize wages, working conditions, and regulation. Skill India, vocational training programs, and schemes to stimulate manufacturing/industrial job growth are part of the policy mix. More recently, the Employment-Linked Incentive (ELI) scheme was approved in mid-2025 to create ~35 million jobs over two years via wage subsidies and incentives for both employers and first-time employees.

Interplay: Employment & Human Development

➤ As employment becomes more stable and formal (or at least with better protections), human development improves: through better incomes, access to healthcare, savings, and ability to invest in children's education.

- Improvements in human development health, education, life expectancy boost productivity, making people more employable. India's higher schooling years and rising life expectancy help improving workforce readiness
- However, gaps in skills, uneven access to quality education (especially in rural areas or marginalized groups), along with high informality, can limit the positive feedback loop.

Conclusion

India today is at a critical juncture. On many human development fronts like health, education, life expectancy the country has made solid progress. The employment landscape too shows signs of improvement: stronger hiring outlook, rising female participation, expanding digital economy. Yet substantial challenges remain, especially related to job quality, informality, skills mismatches, regional inequality, and risks posed by automation. For India to reap the full benefits of its demographic dividend and to ensure that economic growth translates into improved well-being for all citizens, sustained and inclusive policies across education, social protection, labour regulation, technology, and gender equity are essential.

Employment and human development are not just outcomes of economic growth they are powerful drivers of it. A society that prioritizes job creation, skills development, and human welfare creates a resilient and inclusive economy. As nations strive for sustainable growth, it is essential to view employment and human development not as separate goals, but as interconnected pathways to prosperity and social progress.

Reference

- Dr. Andrew M. Fischer is Associate Professor of Development Studies and convener of the master of arts major in social policy for development at the International Institute of Social Studies in The Hague, part of Erasmus University, Rotterdam.
- Dr. Sushila Srivastava Sushila, Dr. K Sudha Rani, Human Development, S.Chand publication, January 2016.
- Sengupta Keya, Human Development: Multi Dimensional Approach to Human Well-Being: The New Approach to Development Strategies, Concept Publishing Co; 2010th edition.
- The Human Development Report Office 2014 Occasional Paper entitled: The Social Value of Employment and the Redistributive Imperative for Development.

Websites

1. https://en.wikipedia.org/wiki/Human_Development_Index
2. <https://hdr.undp.org/content/social-values-employment-and-human-development-beyond-economic-utilitarianism>.
3. <http://www.economicdiscussion.net/human-development/human-development-meaning-objectives-and-components/11754>.
4. <https://hdr.undp.org/data-center/human-development-index#/indicies/HDI>
5. <https://www.drishtiiias.com/daily-updates/daily-news-analysis/human-development-report>
6. <https://hdr.undp.org/data-center/human-development-index#/indicies/HDI>