

## Decent Work Framework & Karigar Management - A case study

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The researchers, through this study, aim to understand how formal companies, in partnership with their informal suppliers promote decent work conditions in their value chain, like the introduction of Karigar Centre (KC) by MARS Jewellers to provide a good working environment and promote decent work conditions. The case study delves into the working model and human resource practices through the decent work framework, focusing on the support provided by principals, top management, and senior management from different departments, like safety and labour compliance through in-depth interviews, observations, and semi-structured questionnaires. It further seeks to derive insights into both theory and practice, helping to contribute to a better understanding of how formal companies can work with informal partners to promote decent work conditions in the targeted industry, highlighting the challenges of informatization and its impact on high retention rates of skilled workers and other outcomes.