

Inclusiveness

Inclusiveness is fundamental to sustainable development, reducing inequalities, bridging divides, and ensuring equitable access to opportunities, resources, and decision-making for all to participate and benefit.

Inclusiveness is a cross-cutting priority in development policy and practice. In a broader sense, it covers aspects like promoting equitable economic participation, decent work, social protection, and human capital development while addressing structural inequalities in the BRICS economies. Inclusiveness is increasingly linked to sustainable development and resilience building in the context of digitalisation, technological transformation, and green transition. It contributes to sustainable growth, productivity enhancement and improved social outcomes while responding to challenges such as inequality, unemployment, informality, and uneven access to economic opportunities (BRICS Brazil, 2025).

This domain is dealt by the BRICS ministerial tracks on labour & employment, women, and youth. Institutionally, the inclusiveness agenda is supported through ministerial dialogues, working groups, educational cooperation platforms, and people-to-people connectivity initiatives. Initiatives like *strategy for BRICS Economic Partnership*¹, *BRICS Action Plan for Poverty Alleviation and Reduction through Skills*², and *BRICS Information Sharing and Exchange Platform*³ bring knowledge-sharing, skill development, research collaboration, and capacity-building efforts among member states. In parallel, BRICS cooperation frameworks in professional services and labour mobility promote exchanges, training programmes, and institutional coordination to strengthen human capital and professional development cooperation (BRICS India, 2012; BRICS Brazil, 2014; BRICS India, 2016; BRICS Russia, 2020a, 2020b; BRICS India, 2021; BRICS South Africa, 2023a; BRICS Russia, 2024a; BRICS Brazil, 2025).

Priorities within the inclusiveness parameter of cooperation may include formalisation of informal employment, skill development, youth, women entrepreneurship, productivity

¹ BRICS Russia (2024a)

² BRICS China (2017)

³ BRICS Brazil (2014)

enhancement, and sustainable enterprise ecosystems (BRICS India, 2012). Financial and enabling support is facilitated through broader BRICS institutional and financial mechanisms, including development financing, innovation cooperation, and inter-governmental coordination arrangements. The BRICS framework also emphasises inclusive and sustainable growth through improved access to technology, financing, and integration into value-added economic systems (BRICS India, 2016).

Together, these initiatives contribute to reducing disparities, strengthening social resilience and supporting long-term inclusive and sustainable development across the BRICS economies.

As outlined in the NDB's General Strategy for 2022-2026, inclusiveness is a key cross-cutting consideration. Looking ahead, the Bank will not only support the building and modernisation of social infrastructure, but also proactively seek opportunities to address inequalities across gender, age, geography, and income group by embedding social inclusion considerations in all projects.

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