

# India Decent Work Country Programme Interim Results Report (2018-19)



## Introduction

The third India Decent Work Country Programme (DWCP) 2018-22 charts the 5-year programme strategy of the International Labour Organization's (ILO) tripartite constituents – the Government of India (GoI) represented by the Ministry of Labour and Employment (MoLE), the central trade unions, employer organisations and other key stakeholders including line ministries. The DWCP was prepared through a consultative process and was consciously aligned with the national priorities from the National Development Agenda, within that the Three-Year

### **DWCP 2018-22 - Development Objective**

*Creating a more decent future of work through better quality of jobs, transition to formal employment and environmental sustainability*

Action Agenda (2017-20), the Transformation of Aspirational Districts Programme and the 2030 Agenda for Sustainable Development.

This DWCP is the expression of the ILO programme and budget in India for the period 2018-22, with the objective to promote decent work as a key component of national development strategies. Based on the learnings from the previous DWCP for 2013-17, this 5-year programme aims to organize ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent work Agenda in the country. While doing so, it integrates crosscutting concerns such as gender equality and non-discrimination, human rights, governance and climate change.

The current DWCP makes a distinct contribution to the umbrella framework of UN country programme in India as articulated in United Nations Sustainable Development Framework (UNSDF) 2018-22, in particular, UNSDF outcome 6 led by the ILO on skilling, entrepreneurship, and job creation. While furthering India's progress in SDG 8 - "Promote inclusive and sustainable economic growth, employment and decent work for all", it holistically addresses other SDGs as well.

Workers and employers are primary wheels in the economy. Hence, this DWCP prioritizes strengthening membership of social partners and capacitating them for their informed participation in the policymaking. During the first biennium 2018-19 of the DWCP period, the partners in India have managed to broaden their membership base to include more non-traditional sectors and informal economy workers. The period witnessed significant contributions by social partners in the ongoing labour law reforms in India emphasizing the centrality of social dialogue process and reinforcing the values of tripartitism.

The India Trade Union Platform (a common platform for Trade Unions) unanimously drafted a charter of recommendations, building on the findings of a study on four labour codes and series of consultations by workers organization, to influence labour law reform process drawing attention of policy makers to their demands. Awareness raising among TU members on SDGs led to their submission to Niti Aayog reiterating the need for representation of workers' organisation in SDG implementation and reporting process in the country. Special efforts were made to sensitise TUs on 'SDG 5 : gender equality' and evolve strategies for its localization. Further, TUs developed action plans for promotion of the right of migrant workers in Kerala and social dialogue in Tamil Nadu.

In the same period, the employers' organizations made efforts to prioritize responsible business practices, safety and health, working conditions of contract workers, inclusiveness of persons with disability and women empowerment. All India Organisation of Employers (AIOE) developed and presented employers' position on labour codes to MOLE. Employer's Federation of India (EFI) expanded its services to include training on responsible business conduct including occupational safety and health (OSH) as well as a labour audit tool for contract workers in the supply chain. Further, EFI in collaboration with the CII set up the India Business

Disability Network (IBDN), the Indian arm of the Global Business Disability Network. Building on the findings of a survey conducted among members of Standing Conference on Public Enterprises (SCOPE) in 2018, the organization succeeded in building awareness among its members on women leadership and management in Public Sector Undertakings and established a network of 'Women Champions' in 2019.

This apart, the following sections presents in details the progress made against the three priorities driven by the nine outcomes committed by the ILO constituents in India in DWCP 2018-22.

## **Priority 1: Promote, adopt and implement International Labour Standards (ILS) for protection of workers from unacceptable forms of work**

### **OUTCOME 1.1 BY 2022, INSTITUTIONAL CAPACITIES OF CONSTITUENTS STRENGTHENED FOR APPLICATION OF INTERNATIONAL LABOUR STANDARDS, AND TO PROTECT WORKERS FROM UNACCEPTABLE FORMS OF WORK.**

#### **SDG Impact**

8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

India has undertaken many targeted interventions for workers at high risk of discrimination and exploitation, such as children, bonded labourers, migrant workers, domestic workers, home-based workers, manual scavengers, persons living with HIV, lesbian, gay, bisexual, transgender and intersex (LGBTI) persons, persons with disabilities, and other marginalised groups. A number of international instruments have been prioritized for ratification such as the Convention Nos. 87 and 98 on Freedom of

Association and Collective Bargaining; 129 on Labour Inspection in Agriculture; 187 on Occupational Safety and Health (OSH) Policy; and the Protocol to the Forced Labour Convention (No.29).

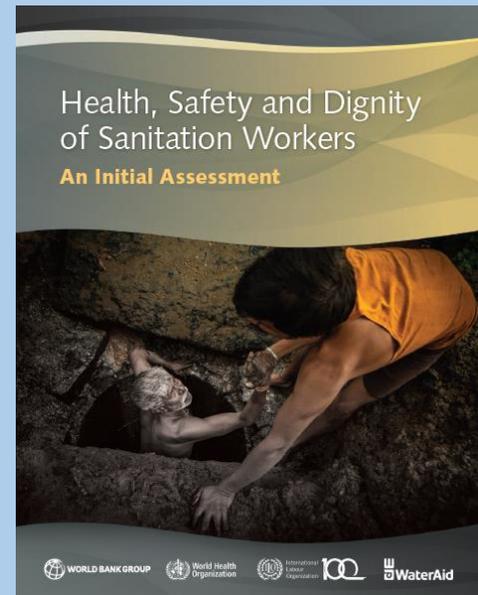
During 2018-19, the ILO provided technical assistance through legal analysis and legal advice to the government for priority instruments, nudging them towards ratification. A technical note on the Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill, 2018 was submitted to GoI reflecting principles of P.29 and C.29. A draft policy framework for private recruitment agencies formulated based on consultations with the constituents.

The ILO has consistently facilitated constituents' dialogue and action for gradual abolishing of unacceptable forms of work such as manual scavenging. This would contribute to strengthening national capacities for implementing the key provisions of fundamental ILO

conventions ratified by India, in particular the Discrimination (Employment and Occupation) Convention, 1958, (No. 111). An assessment of implementation of the Manual Scavenging Act, 2013, was conducted in 2018. Its findings informed a comprehensive and participatory plan of action for local bodies, sanitation workers, private industries in the technological business and GoI to eradicate manual scavenging. In 2019, skill training modules and curriculum for sanitation workers and manual scavengers were developed in collaboration with Jan Sahas Foundation, on health, safety and rights at the workplace and skills for alternative employment.

Following adoption of a new ILO Convention in June 2019, Convention No. 190 and Recommendation No. 209 on eliminating Violence and Harassment in the World of Work, the ILO, together with trade unions in India organized a reflective workshop for women trade unionists for sharing their experiences, challenges and good practices in tackling violence and harassment in December 2019. The workshop gave an opportunity to identify priorities for actions against violence and harassment in the world of work.

This biennium witnessed concerted efforts by ILO constituents for recognition of India's invisible workers, that is, home-based and informal workers, mostly women, working in vulnerable conditions, often found in low-paid jobs and producing under subcontracts or at piece-rates for global and domestic supply chains. The ILO is enabling stronger representation of workers from the lower tiers of garment and metal supply chains in Tamil Nadu, Delhi and Uttar Pradesh, in workers' organisations and state-level tripartite forums. It is building capacities of women leaders to strengthen articulation of their needs and their inclusion in the policy agenda. This is being done as part of the ILO/Japan initiative, 'Towards Fair and Sustainable Global Supply Chains: Promoting Decent Work for Invisible Workers in South Asia (hereinafter called Sustainable Global Supply Chain Project).'



*Pic- ILO report on health safety and dignity of sanitation workers*

800 sanitation workers trained on for health, safety and rights at work place and skills for alternative employment in Indore, Madhya Pradesh and Mathura, Uttar Pradesh (400 in each district). District officials (dealing with sanitation worker-related issues), local bodies and PRIs (Panchayati Raj Institutions) were capacitated for implementation of the Manual Scavenging Act 2013.

**OUTCOME 1.2: BY 2022, REGULATORY AND POLICY FRAMEWORKS DEVELOPED OR REVISED AND IMPLEMENTED FOR PROTECTION OF WORKERS FROM UNACCEPTABLE FORMS OF WORK**

The ILO has influenced sensitisation of constituents on evidence-based research related to trafficking, recruitment pathways and protecting migrant workers from entering forced labour. It has also conducted research on employers' attitudes to domestic workers, intermediaries or recruitment agents and recruitment practices. Strategic partnerships with civil society organisation were developed for extensive outreach to vulnerable women and girls for prevention of trafficking, increased awareness and better linkages with state social protection systems.

**SDG Impact**

8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.



**Safe and informed inter-state migration**

- ▶ Community and institutional outreach for prevention of trafficking done for 5,000 women and girls in Jharkhand and Chhattisgarh (Pic from ILO's Jharkhand intervention)
- ▶ Self Employed Women's Association (SEWA), a central trade union increased its membership and 500 women joined worker collectives in migration source and destination areas in select districts in four states (Bihar, Delhi, Odisha and Kerala). Over 200 workers linked to welfare schemes and services provided by Department of Labour.

With support from the ILO, administrations of Uttar Pradesh, Chhattisgarh and Bihar have accelerated efforts to eliminate child labour in these states. Designing of comprehensive convergence based benefit package for child labour and their families has been initiated in these three states.

In Telangana, advocacy-cum-capacity building of Government and Social Partners is being undertaken to implement integrated strategy for Fundamental Principles and Rights at Work. A study was commissioned to understand the supply chain actors and players in the cotton-growing fields. This would lead to development of multi-stakeholder forums for capacitating the social partners and mobilizing cotton workers, especially woman, to address issues of fundamental principles and rights at work.

ILO has constituted a National Working Group on home based and informal workers, comprising of Central Trade Unions and Membership Based Organizations for capacity building, advocacy and action on decent work, fair wage, social protection, gender pay gap, C177 and adoption of a national policy for home-based workers. Towards this, these organizations are increasing outreach and mobilization with home-based workers to become their members and strengthen their collective bargaining power.

A roadmap for action has been developed through a state level consultative tripartite dialogue in collaboration with the Labour Department, Government of Uttar Pradesh for enabling decent work for home based and informal workers.

## **Priority 2: Create sustainable, inclusive and decent employment for women and the youth, especially those vulnerable to socio-economic and environmental exclusion and in the informal economy.**

**OUTCOME 2.1: BY 2022, NATIONAL AND STATE GOVERNMENT HAVE ADOPTED JOB-RICH GROWTH STRATEGIES GUIDED BY LABOUR MARKET INFORMATION, RELEVANT ILS, AND FUTURE OF WORK (FOW) DRIVERS.**

Enhancing the female labour force participation rate (FLFPR) has been a major thrust area for constituents during the biennium and a multi-pronged strategy to enhance the participation of women in the labour force has been jointly conceptualised by UN agencies (that is, UNWOMEN, UNFPA- United Nations Population Fund and UNDP - United Nations Development Programme) led by the ILO and NITI Aayog. This strategy will

### **Enhancing women participation in labour force**

NITI Aayog and the UN led inter-ministerial dialogue paving the way for an integrated coherent strategy to enhance FLFPR.



### SDG Impact

4.4 : By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

5.4 : Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium sized enterprises, including through access to financial services

8.5 : By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training

13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

17.14: Enhance policy coherence for sustainable development

be shared during a multi-stakeholder consultation proposed by NITI in 2020 for further validation and action. Among the barriers, unpaid care work and the gender pay gap were identified as major roadblocks in women's participation in labour force and access to quality jobs. To address these, during the reporting biennium, ILO invested in evidence-based researches for informed participation of constituents in policymaking. This included, the ILO initiated study on the National Crèche Scheme in 2019, which is expected to not only draw attention to recognition of care workers in India but also recognition of the care economy as an untapped sector having potential to enhance women's labour force participation as well as to generate new jobs. This apart, the SCOPE succeeded in building awareness of its members on women leadership and empowerment in Public Sector Undertakings and established a network of women champions to promote this.

Earlier, in 2018, the India Wage Report by the ILO had significantly contributed in pulling attention of policy makers in India towards the prevalence of gender pay gap in the country. The wage report also deepened the understanding on wage variation across states due to the existence of more than 1,709 different wage rates and wage determination methods across the country. It became an important reference document in various national and state policy discourses on wage determination and deliberations of the Central Advisory Board (CAB) on minimum wages. The knowledge of constituents were further accentuated with technical inputs from the ILO experts on effective wage determination methods

during bilateral consultations and tripartite technical trainings organised by the ILO. This contributed to informed participation of constituents in CAB meetings, including development of the Code on Wages Bill, which was adopted by the parliament in 2019.

While an effectively determined minimum wage and reduction of barriers to women's participation in the labour force are critical for promotion of decent work and for a productive workforce in the country as envisaged in SDG 8, in recent years, the perils of climate change are

showing their impact on employment. In 2018, Kerala was ravaged by floods and landslides, and in 2019, Odisha by Cyclone Fani. A Post Disaster Needs Assessment (PDNA) exercise was undertaken in both the states to which the ILO as a UN agency contributed. With valuable contribution by social partners in the affected states, ILO led the technical assessment of the crosscutting chapter on “Employment, Livelihoods and Social Protection”, in line with the PDNA Guidelines, Volume B and ILO Recommendation 205. The assessment followed a human-centered approach and ensured that gender aspects were well recognised and given special attention. The ILO continues to facilitate the mainstreaming of employment aspects in the Kerala post-disaster recovery strategy.

Apart from natural disasters, in recent years, climate change is also affecting agriculture and hence the income of farmers. Towards this, the ILO raised awareness among farmers on the Central Government sponsored social protection scheme, Pradhan Mantri Fasal Bima Yojana (PMFBY) to cope with crop loss due to adverse climate conditions. In four states, notably, Rajasthan, Gujarat, Madhya Pradesh and Chhattisgarh, the ILO was able to extend coverage under the scheme to 15,000 farmers during the 2018 monsoon (Kharif) crop and the 2018-19 winter (Rabi) crop seasons. In the coming biennium, ILO in collaboration with other UN agencies under the Partnership of Green Economy (PAGE) intends to support the acceleration of national efforts towards just transition to green economy, building on the series of regional and national PAGE consultations held in India in 2018.

The ILO Global Commission report ‘Work for Brighter Future’ underlined the need for real-time data and labour market information for effective policy making to reduce vulnerability of youth from Future of work (FoW) drivers such as technology, demographic changes, climate change and globalisation. Towards this, the ILO made consistent efforts to improve effective generation and management of employment data in the country, including skill definition and measurement, estimation of informality, aligning it with the 19<sup>th</sup> International Conference of Labour Statistics and others. Improving national capacity on SDG reporting, especially on SDG 8, received impetus with the ILO’s technical assistance in the methodology to capture data through adoption of a National Indicator Framework for SDGs in 2018; conceptualization of a multi-indicator survey in 2020; adoption of the SDG India Index 1.0 in 2018 and its revision as SDG Index 2.0 in 2019; and the SDG India Index baseline report in 2018. Within the National Indicator Framework, state officials are now improving their understanding of the SDGs to develop State Indicator Frameworks. In this regard, the ILO intends to assist at least one state to adopt an integrated road map for SDGs by 2021, especially to make progress in SDG 8.

Absence of a fair piece rate is a key challenge before home based and informal workers and ILO is addressing this in the context of metal and garment supply chains. Workers’ organizations, employers and government are being equipped on participatory and evidence based minimum wage fixation system with focus on calculating the casual and piece rate wages for different tasks and processes in line with the notified minimum wages. Trainers from ILO’s tripartite partners, trained under the Sustainable Global Supply Chain Project, are now replicating these trainings with home based and informal workers.

**OUTCOME 2.2: BY 2022, STATES HAVE ADOPTED MULTI-PRONGED SKILL DEVELOPMENT STRATEGIES AND HAVE IMPROVED QUALITY AND COVERAGE SKILL AND EMPLOYMENT SERVICES.**

Lifelong learning through skilling, re-skilling and upskilling of workers has gained traction in FoW discourses in recent years and is one of the key recommendations of the ILO Centenary Declaration adopted in June 2019. Translating this into action, India in 2019 embarked on developing the Skill Development Vision for 2025, to which the ILO has technically contributed, especially in strengthening participation of employers and informal economy workers.

Revision of the National Apprenticeship Promotion Scheme is underway to improve industry uptake of apprentices, and especially that within micro, small and medium enterprises (MSME), to enhance employability of youth, especially women. Towards this, technical services provided by the ILO included policy recommendations and capacity building of social partners, as well as senior and middle level officials through sharing of global best practices on apprenticeship in G20 countries, career counselling frameworks, and skill recognition of informal sector workers for transition to the formal sector. The ILO had provided advice to the National Skill Development Agency in the mapping and alignment of Qualification Packs and National Classification of Occupations to National Skill Qualification Framework in order to promote progression towards standardised formal certification of skills acquired by youth workforce, which is aligned to employers' or industry needs.

**Greening Kerala's construction sector**

To support state's efforts post-2018 floods on livelihood recovery, a training needs assessment for the construction sector was conducted by the ILO and the Department of Labour and Skills, State Government of Kerala, in 2019.

The assessment findings and subsequent policy recommendations highlighted the need for green skill development and entrepreneurship efforts as an important strategy to support the state's transition towards a green and disaster resilient economy.

**SDG Impact**

4.3 : By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

4.4 : By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

8.5 : By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6 : By 2020, substantially reduce the proportion of youth not in employment, education or training

13.1 : Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

17.14 : Enhance policy coherence for sustainable development

### OUTCOME 2.3: BY 2022, STATES HAVE INSTITUTIONALIZED MEASURES THAT PROMOTE SUSTAINABLE ENTERPRISES AND TRANSITION TO FORMALIZATION.

The ILO constituents acknowledge that employment generation in India relies on promotion of sustainable enterprises, including entrepreneurship development. They are also consistently drawing attention to the informal economy, estimated at over 90 per cent in India, as the major

#### **Workers' organisation intensify advocacy for rights of women home-based workers**

Three unions in garment and metal supply chains are evolving localised sectoral strategies to raise awareness among workers to recognise and assert themselves as 'workers' and become visible in supply chains.



employment and growth spinner in the economy, but mired in poor working conditions and rights at work. The ILO has initiated effective dialogue with employers' organizations and brands in the garment and metal sectors on issues of decent work and formalization of informal enterprises and informal economy workers. Sectoral trade organizations are helping formalize micro and smaller enterprises and help them become more sustainable.

In parallel, the ILO has been working with large enterprises and employers' organisations to influence management practices of MSMEs in the middle and upper tiers of the supply chain. These

practices directly impact productivity and working conditions not only in MSME workplaces but also affects the operations in the lower tiers of the supply chain - including home-based workers, due to prevalence of outsourcing of production processes. In 2018-19, the Federation of Indian Chambers of Commerce & Industry (FICCI), using the ILO SCORE<sup>1</sup> tool, delivered on-site coaching support to 25 MSME suppliers of its corporate members. The SCORE trained MSMEs in garments, light engineering and automobile supply chains, reported more than 20 per cent productivity improvement, driven by improved mechanisms for workplace cooperation and conflicts, employee skill development, workforce management, performance linked remuneration, OSH and others. In addition, Apparel Export Promotion Council (AEPC) of Ministry of Textiles released a Good Practice Manual for ready-made garment sector, developed by ILO in 2019 and intends to support its members to adopt the practices to enhance their productivity and working conditions for better integration in global market. The biennium also saw sensitisation and capacity building of Ministry of Micro, Small and Medium Enterprises (MoMSME) officials through ILO/OECD course in SME productivity and working conditions and other national level policy dialogues, which influenced Ministry's decision to integrate SCORE curriculum in Management Development Programme component of ESDP.

<sup>1</sup> SCORE – Sustaining Competitive and Responsible Enterprises is a global tool designed by the ILO for MSMEs to upgrade management practices for enhancement in productivity and working conditions.

Evidently, globalisation has brought to the fore opportunities for enterprises, but also the associated risks and vulnerability to external market shocks as well as technological advancements. Especially own-account enterprises and workers are susceptible to yield under the global competitive forces led by multinational enterprises (MNEs)/corporates. It, hence, calls for responsible business practices. In this context, the National Action Plan on Business and Human Rights and the National Resource Efficiency strategy, which were adopted by India in 2019, are expected to provide necessary policy direction. The ILO had provided technical inputs to both, guided by the ILO MNE declaration and Guidelines on Just Transition to Environmental Sustainability respectively. Employers Federation of India also expanded its services to include training on responsible business conduct, OSH and contract labour audit. It also launched the India chapter of the Global Business Disability Network in collaboration with the Confederation of Indian Industries.

**ILO worked with large enterprises and employers' organisations to influence management practices of MSMEs**



**SDG Impact**

4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

In similar vein, awareness raising of stakeholders has been initiated on decent work in the e-waste sector in collaboration with International Telecommunication Union (ITU), to explore strategies for its development and formalisation. Besides, a diagnostic study has been initiated in the natural stone mining industry in Rajasthan, the second largest employer in the state. The study will provide inputs to the tripartite dialogue process leading to development of a state strategy for sustainable development of the natural stone industry.

The ILO's Start and Improve Your Business (SIYB) tool complemented national and state efforts on livelihood promotion to reduce vulnerability of marginalised sections, especially rural youth and women, by preventing them from taking up distressed employment and unacceptable forms of work for survival. SCORE and SIYB curricula have been adopted in the Entrepreneurship Skill Development Programme (ESDP) of MoMSME

with budgetary allocation for ILO-assisted trainings by its 18 technology development centers across India. It will lay the foundation of sound management skills among existing and potential supervisors and managers of MSMEs as well as potential entrepreneurs,

**Youths especially women tread on path for self-employment and start new businesses**

Department of Industries, Kerala supported youth to start around 125 green businesses using Green SIYB tool (part of state government's 'Rebuilding Kerala' initiative for post-2018 flood recovery). Further, more than 1,500 trained youth in Kerala in collaboration with Kudumbashree, 3,000 rural women in Maharashtra in collaboration with Mahila Arthik Vikas Mandal (MAVIM) and 1,000 youth in Andhra Pradesh in collaboration with Andhra Pradesh State Skill Development Corporation and Andhra Pradesh Capital Regional Development Corporate (APCRDA), supported by SIYB to start businesses (70% women-run). In addition, more than 5,000 youth across India, are geared to become entrepreneurs by March 2020 through SIYB trainings offered under the centrally supported ESDP scheme.



**OUTCOME 2.4: BY 2022, STATES HAVE ADOPTED POLICIES AND INSTITUTIONAL MECHANISMS FOR SAFE AND INFORMED LABOUR MIGRATION**

The ILO supported identification of India-specific priorities related to the Global Compact for Migration, through a social dialogue process with state level (Tamil Nadu, Andhra Pradesh, Telangana and Kerala) and national level consultations. Institutional capacities of constituents including 11 central trade unions, employers and the government

**SDG Impact**

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

(ministries/departments) were strengthened so that they play an active role in the governance of labour migration. The ILO also supported GoI (especially Ministry of External Affairs (MEA)) and the European Union (EU) through development of research products, technical seminars and discussions covering regular migration, irregular migration, and migration and development. The common research agenda is part of a bilateral agreement between India and the EU. These measures have enabled constituents to engage in labour migration discourses in an evidence-based and gender-responsive manner.

## Priority 3: Tripartite mechanisms work better for protecting rights of workers through promoting labour administration, OSH and social protection.

### OUTCOME 3.1: BY 2022, EFFECTIVE SOCIAL DIALOGUE AND LABOUR ADMINISTRATION SYSTEMS OPERATIONAL TO SUPPORT IMPROVED INDUSTRIAL RELATIONS

#### SDG Impact

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

Recommendations were provided by the ILO to the states of Tamil Nadu, Maharashtra and Kerala to strengthen the social dialogue and tripartite mechanisms based on the research study initiated by the ILO Officials focusing on the State Labour Advisory Board in Tamil Nadu, Industrial Relations Committees (IRCs) in Kerala and Mathadi Boards in Maharashtra.

Based on the recommendations, the Tamil Nadu State Labour Advisory Board was reconstituted (notified in October 2018) and the first meeting of the Board has been held in September 2019. In Kerala, tripartite partners in IRCs were trained on the social dialogue processes. In Maharashtra, study recommended to involve employers and workers' organisations in the existing Mathadi Boards to reinstate the tripartite composition. The proposal is being reviewed by the state through formation of a sub-committee. These measures strengthen the constituents to respond to the issues emerging in the rapidly changing world of work.

### OUTCOME 3.2: BY 2022, WOMEN AND MEN WORKERS AND ENTERPRISES BENEFIT FROM SAFE AND HEALTHY WORKPLACES

Wheels have been set in motion for developing a sound Occupational Safety and Health programme to promote safe and healthy working conditions in India. Draft National OSH profile was finalized through inter-ministerial meetings hosted by MoLE. ILO supported the central and state government officials to update the national OSH profile to reach the next step of holding consultations with the tripartite partners for developing National OSH Programme. A concept note for the same was developed with emphasis on inclusion of needs of women workers and shared with MoLE.

#### SDG Impact

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels

### Paving the way for safe and healthy workplaces

In 2018, the Ministry of Labour and Employment approved the national OSH profile, developed by DGFASLI jointly with ILO. (Pic: ILO Officials visit to ship breaking facility in Gujarat)



The ILO developed a customised training manual for awareness on OSH among e-waste workers and construction workers using the ILO tools – Work Improvement in Small Enterprises (WISE) and Work Improvements for Construction Workers (WISCON). OSH trainings were conducted with identified MSMEs in the informal economy such as *beedi* workers, home-based workers, and e-waste workers.

### OUTCOME 3.3: BY 2022, NATIONAL AND STATE SOCIAL PROTECTION SYSTEMS ARE BETTER MANAGED WITH EXPANDED COVERAGE AND INCREASED ACCESS

The ILO built strong engagement at the national level for expanding social protection systems and improving institutional policies and responses to ensure rights of workers living with HIV and TB. Resultant to the ILO's consistent advocacy and facilitation of consultations, a National Policy Framework on TB-HIV in the world of work with strong linkages with social protection, especially health care, was developed by MoLE in consultation with the Ministry of Health and Family Welfare (MoHFW) and social partners in 2019. MoLE disseminated the policy framework

#### SDG Impact

1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

to all constituents in April 2019 for mainstreaming TB-HIV initiatives and coordinating with MoHFW for implementation of activities. MoHFW on its part launched the new policy framework in September 2019. Putting in place this national framework is also convergent with the efforts of the Central TB Division for reaching the target set by the Prime Minister of India for elimination of TB by 2025.

### Protection of rights of workers living with HIV and TB

National policy framework on TB-HIV in the world of work launched by Ministry of Health and Family Welfare jointly with Ministry of Labour and Employment in 2019



The ILO constituents have worked towards improving the social safety net provided by the Employees' State Insurance Scheme (ESIS). In

collaboration with MoLE and ESIC, the ILO provides technical support to the scheme for improving and expanding access to health care services in India. During 2018-19, significant progress has been made through data generation for diagnostic work to prepare a technically practical, financially sustainable and acceptable pathway to strengthen ESIS and service needs of existing beneficiaries. The findings will further provide an overview on the characteristics of informal economy workers and their access to social security benefits in India. The groundwork will contribute to developing a shared understanding among key constituents of challenges and opportunities to strengthen ESIS extend its coverage, and foster coherence and complementarities between their interventions.

## Conclusion



Within the rapidly changing world of work context and consequent shifts in labour policy environment in India, the ILO constituents have managed to make a substantial advancement towards contributing to DWCP priorities in the 2018-19 biennium. The relevance of results and its significance in furthering progress in SDGs can be attributed to better planning and consultative process adopted in the designing of the implementation strategy of the DWCP. In moving forward, a few key learnings from 2018-19, which will benefit further results in the biennium 2020-21 are:

- Evidence-based research , assessment of policy frameworks and sharing of global practices have made notable contributions in filling information gaps and providing inputs in strengthening policy designs and monitoring. Training and capacity building of ILO constituents in knowledge management and policy analysis contributed to the results reported in the biennium 2018-19.
- Sector specific technical tools and guidelines developed with technical support from the ILO and inputs have been found relevant and effective by constituents and partner organizations. Inputs from social partners have been critical in local adaptation of these knowledge products and application at central and state levels.
- The growing complexities in the world of work require innovative yet integrated and cohesive approaches.
- Realization of decent work in India demands localization of strategies including capacity building in states along with adoption of convergence models

The ILO interventions undertaken under the three priorities and nine outcomes of the DWCP are multi-layered and inter-linked. The implementation approach envisaged for the biennium 2020-21 necessitates alignment to and contribution in the realization of the commitments envisaged in the Centenary Declaration adopted by the ILO constituents for a better future of work in India and the world.

## Annexure I - List of Publications 2018-19

Sr no	Report / working paper	Author	Month and year	Published - web/print	Weblink
1	India Wage Report	ILO	Aug - 18	Web and print	<a href="http://bit.ly/38dd9NK">http://bit.ly/38dd9NK</a>
2	A review of the consequences of the Indian minimum wage on Indian wages and employment	Paul Wolfson	May-19	Web	<a href="http://bit.ly/30rKxO2">http://bit.ly/30rKxO2</a>
3	Compendium of good management practises in Apparel Sector	ILO			<a href="http://bit.ly/3708bne">http://bit.ly/3708bne</a>
4	The state of employment in Uttar Pradesh: Unleashing the potential for inclusive growth	Rajendra P. Mamgain, Sher Verick	Jan-18	Web	<a href="http://bit.ly/2NA0H2z">http://bit.ly/2NA0H2z</a>
5	Economic re-integration of returning migrants in the construction sector in India	Avinash Kumar	Jan-18	Web	<a href="http://bit.ly/38ccgVC">http://bit.ly/38ccgVC</a>
6	Policy Brief on Common Myths and Facts about Domestic Work	ILO	Feb-18	Web and print	<a href="http://bit.ly/2u3vhei">http://bit.ly/2u3vhei</a>
7	India Labour Migration Update 2018	ILO	Mar-18	Web	<a href="http://bit.ly/2u71pgW">http://bit.ly/2u71pgW</a>
8	Emerging technologies and the future of work in India	ILO	Jun-18	Web	<a href="http://bit.ly/30rnyTc">http://bit.ly/30rnyTc</a>
9	Women in Leadership and Management in Public Sector Undertakings in India	ILO-SCOPE	Jun-19	Web	<a href="http://bit.ly/2uY61Xd">http://bit.ly/2uY61Xd</a>

Sr no	Report / working paper	Author	Month and year	Published - web/print	Weblink
10	Training Needs Assessment (Stage- 1) for Skill Development and Entrepreneurship in Kerala towards creating sustainable and green jobs	ILO	Feb-19	Web	<a href="http://bit.ly/2QZhQVw">http://bit.ly/2QZhQVw</a>
11	Lessons Learned by the Work in Freedom programme	ILO	Feb-19	Web and Print	<a href="http://bit.ly/2G0MfN8">http://bit.ly/2G0MfN8</a>
12	Work Improvement for Safe Home: Action manual for improving safety and health of E-waste workers	Tsuyoshi Kawakami	May-19	Web	<a href="http://bit.ly/2R3YcI5">http://bit.ly/2R3YcI5</a>