



# Promoting Decent Work in India

Update from  
February - April  
2021

In this second wave of COVID-19 pandemic, the ILO in India and its constituents – Governments, workers and employers – have continued to prioritize the safety of workers and the sustainability of businesses and jobs.

To minimize the impact of the pandemic on the world of work, on priority, ILO Constituents, reviewed India Decent Work Country Programme (DWCP) 2018-22. It is a five-year overarching tripartite strategy to achieve 'Decent Work for All', including outline of the ILO's technical cooperation framework for this period.

While the economic actors are adjusting to the 'new normal' induced by this pandemic, ILO and its constituents have realigned their activities to enable the recovery and reduce negative impact on progress made so far towards the SDG 8 - 'Promote inclusive and sustainable economic growth, employment and decent work for all'.

This new edition of ILO newsletter brings you the update on key activities and achievements for the period of February – April 2021.

## ▶ Highlights

### Animation videos series

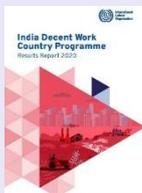
#### Safe return to work

This video series developed by the ILO's Occupational Safety and Health (OSH) experts presents practical guidelines to promote safety measures to prevent spreading of COVID-19 at the workplace. The videos are available in [English](#), [Hindi](#), [Tamil](#) and [Malayalam](#) languages.



### India Decent Work Country Programme (DWCP) 2018-22

#### Annual tripartite progress review



On 11 March, an annual review meeting of India DWCP was held to take stock and plan the way forward for 2021.

The [Results Report 2020](#) provides a brief overview of activities led by ILO and its constituents in India.

### Research briefs

#### Employment, Labour Force and the Working Population in India 2000-2019

The brief shows employment may on average be characterised as improving in India, while the employment prospects for the larger working age population are progressively worsening. [Read here.](#)



#### Young persons not in employment and education in India: 2000-2019

This brief reviews the characteristics of India's young population not in employment and education or training (NEET) based on level of labour force participation, gender, access to training and education and social security. [Read here.](#)



## ▶ Main activities

### DWCP Priority 1: Promote, adopt and implement international labour standards for protection of workers from unacceptable forms of work

- ▶ Key partners/stakeholders of the project '**Promoting fundamental principles and rights at work in the cotton supply chain**' from Telangana State were brought together at a virtual meet to share their experiences and learnings and to develop integrated strategy to achieve project goals against the backdrop of the COVID-19 pandemic.

Participants shared range of strategies and activities carried out independently by them as a prototype. State Government Officials, Trade Unions (TUs), CSOs and village representatives participated at this strategic meeting.

- ▶ The '**SDG Target 8.7 Platform**' convened by the ILO, inducted 'Prayas JAC Society' as a new member. The Platform will review policy directions that India has taken in eliminating child labour, promote coordination between various government and non-government actors and work towards bringing in complementarity and collaboration among diverse efforts and stakeholders.

*File pic of the Child Labour intervention of the ILO in Ranchi ©ILO*



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

- ▶ MSME **helpdesk** was launched by the All India Organisation of Employers (AIOE) and The Federation of Indian Chambers of Commerce & Industry (FICCI) in collaboration with the ILO. The helpdesk is guiding MSMEs with Business Continuity Plans (BCPs), labour related issues, access to government schemes, and transition towards formal sector. Access helpdesk [here](#).
- ▶ The Sustaining Competitive and Responsible Enterprises (**SCORE**) training is supporting 21 MSME suppliers of Amazon on business continuity during COVID-19 pandemic and to sustain productivity without compromising on working conditions. Find out more about ILO's SCORE programme [here](#).
- ▶ Over 500 women were capacitated through Start and Improve Your Business (SIYB) training in collaboration with Kudumbashree scheme of Government of Kerala.
- ▶ Technical inputs were provided to Ministry of Statistics, Planning and Programme Implementation's '**Advisory Committee on SDGs National Indicators Framework**' to strengthen the SDG indicators.
- ▶ Policy recommendations were shared with the Ministry of Women and Child Development's **Mission Shakti** which is aimed at protection and empowerment of women. ILO brought

## ▶ Main activities

forward the issues women workers in formal and informal sectors are facing, highlighted challenges in labour force participation and advised priorities to be addressed.

- ▶ On request of NITI Aayog, consultations with the employers and workers organization were facilitated on the draft '**National Policy on Migrant Workers in India**'. Insights from ILO's Fair Migration Agenda and 'Road map for Development of Policy Framework for the Inclusion of Internal Migrant Workers in India' were shared at these meetings.
- ▶ A meeting on '**Pathways for Aligning Skill Mapping with International Labour Market: Southern Edition**' was assisted by ILO experts for the Ministry of External Affairs' think tank, India Centre for Migration.
- ▶ ILO conducted a study on '**Challenges and opportunities for productive employment and decent work in the natural stone mining industry supply chain in Rajasthan**'. This study conducted as a part of the project 'Paving the way for a sustainable natural stone industry in India' was shared with the stakeholders to strengthen the sustainable development strategy being planned for this sector. Access the study [here](#).
- ▶ In collaboration with AIOE, a study has been initiated on '**New ramifications on internal migration in India as a result of COVID-19: the Industry perspective**' focusing on the issues of manpower requirements in select States and reintegration of migrants.
- ▶ Employers' Federation of India (EFI) is being supported to develop a Legal Advisory Cell along with a strategy to identify the means to established and sustain this service for enterprises.
- ▶ As part of 'ILO ACTRAV-ACFTU South-South Cooperation' project, a webinar series '**Training Need Assessment for Trade Unions in Asia and the Pacific**' was organized, which providing a regional platform for reflection to TU representatives in India.

### **DWCP Priority 3: Tripartite mechanisms work better for protecting rights of workers through promoting labour administration, occupational safety and health (OSH) and social protection.**

- ▶ A second **webinar on OSH** – 'COVID-19 Practical Preventive Measures and Achievements - in context to the State of Kerala' was organised to discuss preventive measures planned at workplaces and achievements. It witnessed participation from over 200 representatives of the industry, union and State Government officials. [Watch the video case study here](#).
- ▶ Findings of the study '**Assessment of current beneficiary behaviour regarding ESI health care insurance**' were shared with the Ministry of Labour and Employment (MoLE) and the workers' and employers' organizations. The feedback from stakeholders is being incorporated to further refine the findings and recommendations aimed at improving access to health care for all workers. Read more about ILO's project [here](#).
- ▶ The second IHD-ILO Virtual Consultative Workshop on '**New Social Security Codes and Strengthening of Social Protection System in India (with Particular Reference to North India)**' was held. Here the representatives from the TUs in the region and other stakeholders identified region specific 'issues and asks' to be advocated with the Governments.
- ▶ Deliberations are being held with employers' organizations, AIOE and EFI, towards '**Developing business case for good Industrial Relations practices in response to COVID-19 pandemic**'. The study will support enterprises in strengthening recovery efforts and sustainability within and post the pandemic.

## ▶ New Resources

**Feasibility study on the establishment of a regional qualifications framework in South Asian countries** provides a comparative framework of the skills and qualifications of the existing and future migrant workers in South Asia.



**ILO Standards and COVID-19 (coronavirus)V3** provides FAQ on international labour standards relevant to pandemic and recovery, and guidance from the Committee of Experts on their application.



### **World Employment and Social Outlook 2021**

This ILO flagship report explores how the contemporary platform economy is transforming the way work is organized, analyzing the impact of digital labour platforms on enterprises, workers and society as a whole.



### **50 for freedom**

Sudan became 50<sup>th</sup> country to ratify the ILO Forced Labour Protocol marking achievement of the 50 for Freedom campaign. Nobel Laureate Kailash Satyarthi shared his **video message** on this occasion.



## ▶ Key engagements

- ▶ A joint ILO-ESCAP-OHCHR opinion piece was published in the The Wire: **Pandemic: To Recover Better, We Need Safe and Orderly Migration in the Asia-Pacific.**
- ▶ **2021 UN South Asia Forum on Business and Human Rights** was jointly organized by ILO along with UNDP and UNWG. All deliberations are available **here.**
- ▶ Dagmar Walter, Director, ILO-India addressed the 11th Women Entrepreneurs Conference "Changing Landscape for Entrepreneurs - Aspire, Adapt, Achieve". Her address can be **read here.**
- ▶ Satoshi Sasaki, Deputy Director, ILO-India, spoke at the CII Conference on 'Fostering India's Industrial and Job Growth through Best Skilling and Reskilling Practices – key imperatives and roadmap ahead'. His address on 'Skilling is the answer to challenges of future' can be **read here.**
- ▶ A core group from ILO-India contributed towards the report **'Working from home: From Invisibility to decent work'.**
- ▶ ILO-ADB-OECD held a 'Roundtable on Labour Migration in Asia: Impact of the COVID-19 Pandemic and Building Back Better'. A joint report co-authored by the ILO experts **Labor Migration in Asia: Impacts of the COVID-19 Crisis and the Post-Pandemic Future** was released at this event.
- ▶ On the occasion of World Safety Day, a feature article authored by ILO experts was published. **High time we make safety our priority**

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