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Mr. Guy Ryder is the new Director-General of the ILO

The International Labour Organization has elected **Mr. Guy Ryder** as its tenth Director-General in June 2012. Mr. Ryder (seated left in the picture), born in the United Kingdom, was till 30 September 2012 the ILO's Executive Director for International Labour Standards and Fundamental Principles and Rights at work. Mr. Ryder has begun his five-year term on 1 October 2012.



Mr. Juan Somavia, the outgoing Director-General of the ILO (seated right in the picture) had earlier advanced the date of his departure to the end of September 2012, eighteen months before the end of his third mandate.

'Momentous' new agreement to promote child rights and child protection in South Asia



An agreement was signed by Dr Rinchen Chopel, Director General of the South Asia Initiative to End Violence Against Children (SAIEVAC) Regional Secretariat and Ms Tine Staermose, Director of ILO Decent Work Support Team (DWT) for South Asia, New Delhi, in Kathmandu on Tuesday 28 August 2012. The new Memorandum of Understanding (MOU) aims to reinforce the two organizations' work on child rights and child protection by improving cooperation between them. It will focus on exchanging information and good practices, providing technical consultations, meetings and workshops. The MOU will also support the implementation of SAIEVAC's five-year workplan and will use the mechanisms and processes of the South Asia Association for Regional Cooperation (SAARC).

Latest Developments

- ◆ Complete ban on child labour below age 14 approved by the Union Cabinet on 28 August 2012
- ◆ Sexual harassment at workplace Bill passed by the Lok Sabha (lower house of Indian Parliament) on 3 September 2012
- ◆ The Ministry of Labour & Employment presents Annual Report to the People on Employment for 2011 in the first week of September 2012

Training of Trainers on Enterprise Development

A Training of Trainers on the "Start and Improve Your Business" (SIYB) Programme of ILO was organized in June 2012 in Lucknow for a group of 14 partner organizations in collaboration with the Council of Indian Employers and in partnership with the Functional Vocational Training and Research Society (FVTRS), Bangalore.

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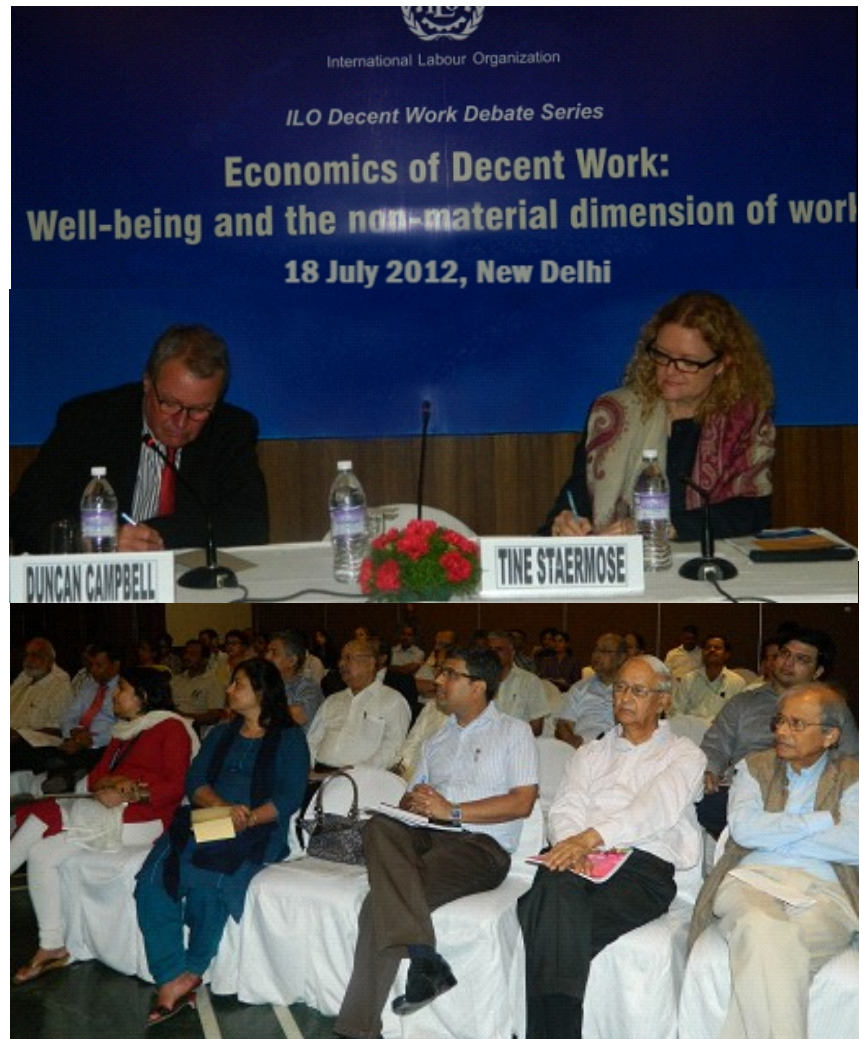
ILO holds its 3rd Decent Work Debate on “Well-being and the non-material dimensions of work”

The ILO–New Delhi has initiated a Decent Work Debate Series to bring together ILO officials, constituents, academics and other stakeholders to discuss and debate key issues relevant to the priorities of the country.

In the third of this series, Mr. Duncan Campbell, Director, Policy Planning, Employment Department, ILO, made a presentation on “Well-being and the non-material dimensions of work” in New Delhi on 18 July 2012. This work builds on the framework of decent work, which was introduced by the ILO in 1999 as a concept encompassing the “promotion of opportunities for women and men to obtain productive work in conditions of freedom, equity, security, and human dignity”. The concept places work at the fulcrum of economic opportunity and human rights, which evokes an important, non-material dimension of economic activity.

In his presentation, Mr. Campbell stressed that the paper is an analysis not previously undertaken of the close complementarity of the emerging literature on the economics of well-being and the concept of decent work. Secondly, the paper offers empirical support to the proposition that the non-material dimensions of decent work are indeed related to how people evaluate the satisfaction of their lives as a whole.

The feedback from the workshop suggested an interest in the approach and analysis of the deleterious effect of unemployment and inequality on well-being. The discussion also raised the issue whether the concept of well-being, and particularly individual perceptions of well-being, could ever fully be understood, especially in diverse, complex countries like India. At the same time, the



emphasis of India's 12th Plan on “inclusiveness” provides potential to explore some issues further in well being.

Enterprise Development Training continued from page 1

There are more than 800 million young persons between the ages of 13 to 35 years in India, which is nearly 40% of its entire population. Moreover, the labour force is expected to grow by over 8 million each year in the coming decade and most of these will be youth. There is, therefore, an urgent need to respond to challenges young people face, particularly in rural India where entrepreneurial growth is substantially low.

The ILO has a number of tools and methodologies for sustainable livelihoods development, especially focused on youth. One of them, the SIYB Programme is an

entrepreneurship and management training programme for potential start-ups and existing small businesses. The programme has reached more than 4.5 million potential and existing entrepreneurs in over 100 countries. This makes ILO SIYB one of the most widely used business training packages for the support of micro and small enterprises globally.

The SIYB training delivery in India primarily focuses on out-of-school youth. In the first phase the SIYB is implemented in selected districts of Uttar Pradesh and Maharashtra, where a minimum of 2,000 potential entrepreneurs will be trained by the end of 2013.

Contributions from our Social Partners

BMS Organises All India Women Activists' Study Classes



The Bharatiya Mazdoor Sangh (BMS) Organised a 4 days All India level Mahila Abhyasavarga (Woman's Study Classes) at New Delhi on 11-14 August 2012. The study classes were formally inaugurated by Mr. Baij Nath Rai, General Secretary of BMS. Totally 93 selected women activists belonging to both organized and unorganized sectors from 21 states have participated. They were representing telecommunications (BSNL), postal, shipping, defence, ESI hospitals, railways, coal, banking, insurance, public transport, electricity, Aanganwadi, AASHA karmi, midday meal workers, domestic workers, as well as workers engaged in construction, catering, tailoring, agriculture and beedi rolling. This is the first time that BMS has conducted such an exclusive programme for women activists and brought workers from different sectors at a single forum. For the last few years BMS is giving importance to women's work. It also made compulsory, for all state units, to appoint women activists as state office bearers to bring sufficient number of women in respective State Committees. The entire programme was planned and executed by women activists only.

Eminent personalities like Ms. Sumitra Mahajan, Member of Parliament; Ms. Amelita King-Dejardin, Chief Technical Advisor, Domestic Workers, ILO-Geneva; Mr. Ariel B Castro, Workers' Specialist, ILO-New Delhi; Advocate Jyothika Kalra, New Delhi; Advocate Mangalamba Rao, Bangalore; Ms. Geeta Gokhale, Mumbai; Ms. Ratna Ghosh, HR Trainer, New Delhi; Ms. Sasi Tomar, VVGNLI; Mr. Hiranmay Pandya, HR Dept. Reliance Industries, Vadodara; Mr. BN Rai, Mr. KC Misra and Mr. B Surendran of BMS, took sessions on different topics.

To increase the capacities of activists, there was practical training in the art of public speaking, memorandum writing, press statement preparation, addressing gate meetings, conducting demonstrations, slogans raising etc.

One of the highlights of the programme was an interaction with an ILO team. Ms. Amelita King-Dejardin interacted with the delegates on the Convention on Domestic Workers. Another highlight was the panel discussion on the "Problems of working women". There was active participation of delegates and they have chalked out an action programme as a follow-up to this training programme.

- Mr. B Surendran, Organizing Secretary, BMS

CITU had a busy August 2012 both at the State and Central levels

The Centre of Indian Trade Unions (CITU) had protested to the enactment of the draconian law attacking the right to strike of the workers by Government of Maharashtra.

Protesting against the declaration of Maruti Suzuki management to dismiss 500 workers in addition to 154 workers already put behind bars, a massive rally of ten thousand workers from the factories around Gurgaon was held before the mini-secretariat. The rally was addressed by the leaders of CITU, AITUC and leaders of different plants of Maruti. CITU units in all the districts of Haryana also held rally on that day.

A convention organised at Bangalore by the Co-ordination Committee of Public Sector Unions under CITU adopted declaration for agitation against disinvest move by the central Govt. The convention decided to start agitation in various forms and finally multiple days strike shall be held in coordination with other central trade unions.

Preparation of 3 October international protest day on peoples' demand at the call of World Federation of Trade Unions (WFTU) had started in different states. WFTU was founded 67 years ago on this day. Demands of this day being food, water, health, education

and housing. The programme has been initiated jointly by the different other central trade unions affiliated to WFTU.

CITU will stage a massive demonstration at Delhi protesting against the so called 'scheme workers' created by the Govt. These schemes have been created in programmes aimed to cater certain services like meal preparation, nutrition, education and health employing workers with no or meager wages. Their work can be any time terminated simply by closing the 'programme'.

General Council meeting of All India Road Transport Workers Federataion (CITU) held at Patna decided to organize conventions of contract workers and goods transport workers at Delhi. They will also observe a day strike demanding implementation of recommendations of the V.V. Giri National Labour Institute.

Apart from above, the state committees in different states conducted movements like in Nokia, Kaporo, Foxcom, L & T Construction, etc. in Tamilnadu; 2 hours work stop by the electricity employees in Chandigarh; three days strike in Allied Nippon at Gaziabad; rally by ASHA and mid-day meal workers in Haryana; central assembly by ASHA worker of Odisha at Bhubaneshwar and actions in other states.

- Mr. Amitava Guha, Secretary, CITU

Contributions from our Social Partners

Workshop on Labour Laws

The “All India Organisation of Employers (AIOE)” in collaboration with the “Employers Federation of Southern India” and “The Southern India Chamber of Commerce and Industry (SICCI)” organised a 2 days’ workshop on “Labour Laws - Strengthening Awareness to Promote Compliance”, on 24 & 25 August, 2012 at Chennai.

The objective of the workshop was to educate Entrepreneurs, HR Managers and Owners of SSI units about basic labour laws applicable to an enterprise, broadly covering the Laws related to Industrial Relations; Working Hours, Conditions of Services and Employment; Wages and the Laws related to Social Security & Equality.

A handbook prepared with the support of ILO for this purpose, covering 15 labour laws in a nutshell form, was distributed to the participants.

The faculty comprised of Experts/Concerned Government officials/Practicing Managers with sound knowledge on the relative laws. The workshop was overwhelmingly appreciated by all.

- Mr. Shitangshu Taye, Assistant Director, AIOE



SCOPE sets up an ‘OS&H Network’ for the Central Public Sector Enterprises

Under the aegis of the Standing Conference of Public Enterprises (SCOPE), the Central Public Sector Enterprises (CPSEs) have set up an ‘OS&H Network’ for promotion and advancement of Occupational Safety and Health activities in their enterprises. The objectives of the OS&H Network are: (1) To facilitate excellence in OS&H among SCOPE members through knowledge/information sharing, promotion of good practices, and research; (2) Effective implementation of OS&H action plans by enhancing safety & health culture and adopting a systems approach.

The SCOPE has taken the initiative for collaboration with Ministry of Labour & Employment, ILO, DGFASLI, DGMS, NDMA, AIH&PH, MAMC, NIOH and NSC.

The first Interactive and Experience Sharing Program on “Occupational Safety & Health in CPSEs – A Winning Strategy” of OS&H Network, was held on 2nd & 3rd December 2011 at Ranchi.

The second Workshop on “National Policy on Safety, Health & Environment at Work Place: Issues and Challenges in Implementation in CPSEs” was organized by SCOPE in

collaboration with DGFASLI, Ministry of Labour & Employment and ILO, on 5th & 6th, July, 2012, in New Delhi.

The topics discussed at these workshops attended by a number of senior executives from HS&E / OS&H and HR functions from various CPSEs include an overview of Policy on OS&H, Key Issues in Effective Implementation; Industry Good Practices in OS&H Implementation; Work Environment Monitoring & Employee Health Monitoring; Occupational Stress and its Management; Conceptualisation of Stress & its Impact in OS&H in industry, including counselling, Stress Management Techniques; A Policy Perspective on Management of Emergencies and Effective Response Mechanisms in India; Occupational Disease and their Management; ILO’s initiatives in Management of HIV/AIDS at Workplace; Legal Framework in OS&H Implementation; Safety Audit and OS&H Good Practices in Petroleum Industry and Ergonomics and its Application in the Industry, wherein experts from Government/Regulatory Bodies, Industry and academics shared their knowledge and experience.

- Mr. S.A. Khan, General Manager (HR & Corp. Affairs), SCOPE

Learner First @ FICCI Global Skills Summit

Picture this: India’s National Manufacturing Policy envisions creation of approximately 100 million additional jobs by 2022; total unorganized sector employment is expected to be 420 million (92%) besides welders, operators, plumbers, masons, carpenters and electricians the incremental requirement at the level of other construction workers is expected to be over 38 million till 2022; drivers, helpers and warehouse workers, will together account for over 85% of the incremental human resource needs in the transport & warehousing sector. These jobs, to be created in 10 years, will require a pool of highly skilled and certified workers. There are positive signs - a robust national

Skills development policy, many government and private initiatives, a sharp focus on skills in the Union Budget, industry-led for, bilateral/multilateral dialogues, formation of National Skills Development Corporation, newer capacities and a vision to skill 500 million by 2022. A larger question still remains: is enough being done to reap the benefits of the much talked about demographic dividend?

Recent studies have elucidated figures stressing that the economy needs a strong skill system to survive economic competition and reap ‘demographic dividend’. In this scenario, the need for concerted efforts to create an ecosystem that assigns dignity to vocational

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**The views expressed above are entirely those of the respective contributors.
Brief contributions from Social Partners are invited on their activities and issues of their concern.**

Learner First @ FICCI Global Skills Summit

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education is a must. A campaign for youth to take-up vocational education and technical training as serious career choices and not as chances is needed.

Learner First: In the last 5 years, the skill development system has focused on 3 critical aspects a) Quantity b) Quality and c) Systemic Reforms. Under the Prime Minister's vision, the initiatives of 17 government ministries, NSDC, private sector and the increased interest of international partners in skills development have definitely expanded opportunities. Skills continues as priority even in the 12th 5-Year Plan with implementation as a key focus area, but fact remains that the target India is chasing is huge - 500 million people to be trained by 2022, of which 433 million people are from unorganised sector!

The most important element of the skills action plan – the learner – demands focus more than before. It is the learner's sentiment around skills and vocational training which is either unknown or often clouded by confusion of opportunities, subsidies or challenges of survival. Therefore, it is imperative to step back to try to explore and debate the relevance of the national skills action plan from the end-user – the Learner's - perspective. It is also critical to set the national tone to consider vocational training as a respectable career opportunity, hence ensuring the dignity of labour which the policy charter envisions.

Global Skills Summit is FICCI's annual event to bring together stakeholders and all top functionaries to debate contemporary issues impacting the skills industry. The Summit has evolved as a

platform for dialogue, policy ideation, industry engagement and sharing of best practices from around the world. The 5th GSS, held in New Delhi on 6-7 September 2012, was dedicated to the most important partner – the learner - and examined aspects of skill building and implementation from a Learner First perspective. With 82 speakers from 6 countries, more than 12 sessions, 6 Pre-events, 40 companies exhibiting their best practices and 400 plus business opportunities emerging for the participants, GSS has become an international brand.

The Skills Pledge, launched at FICCI's GSS 2012, was signed by 700 people from the skills system, starting with the Honourable Human Resource Development Minister signing the first one, is a simple statement of belief that vocational training is an acceptable and challenging career opportunity and taking responsibility to act as brand ambassadors for promoting skills development not only through professional work but as a value within our ecosystem. The skills pledge is not a token sign-off, but a commitment to engage young India towards meaningful careers and address their aspirations mismatch in terms of jobs and employment and a tool to invite the learner to be the change to start from oneself.

Skill development is not a quick fix solution, but works on the foundations of collaboration, convergence and coordination. In light of this, FICCI has taken the lead to "engage stakeholders, aggregate initiatives, and develop capacities to promote the skills for all vision".

- Ms. Pooja Gianchandani, Director & Head, Skills Development, FICCI

Securing Decent work for Domestic workers

ITUC conducted a two days' workshop on Securing Decent Work for Domestic Workers at Manesar, Haryana, on 20 - 21 July 2012. Along with the Central trade unions, AITUC, BMS, HMS, INTUC and SEWA, the regional domestic workers' unions, Gharelu Mahila Kamghar Union and Domestic workers' Forum and an international network, Domestic Workers' Campaign Asia took part in the workshop. The two day workshop facilitated to bring various issues and concerns of the domestic workers to the forefront from different parts of India. Issues related to registration, access to social security schemes and various

means to organize domestic workers were shared among the participants. Ms Christine Nathan, Regional Specialist in Workers' education, ILO, provided participants the conceptual clarity over Convention 189. The two day workshop passed a resolution with firm determination to work towards constituting a core committee of central trade unions and other membership based organizations, and constituting national trade union platform to further strengthen the cause of domestic workers. This ITUC workshop is yet another move towards achieving decent work for domestic workers.

Dissemination of the National Policy on HIV & AIDS in the World of Work

In collaboration with the Ministry of Labour & Employment, Government of India (MoLE), the ILO as part of its project, "Prevention of HIV/AIDS in the World of Work: A Tripartite Response" organised a State Level Dissemination Workshop of National Policy on HIV/AIDS for Rajasthan on 23 July 2012 at Jaipur. 112 participants from MoLE, Rajasthan State Labour Department, Rajasthan State AIDS Control Society, Employers' and Workers' Representatives, Networks of People Living with HIV and other Civil Society Organizations participated in the workshop.

The dignitaries who spoke emphasised that the National Policy on HIV and AIDS, which was developed by MOLE with the ILO assistance, needed to be implemented by the world of work

agencies, to address the stigma and discrimination and protect the rights of workers. Its effective implementation would guide the national response in the world of work affecting lives of approximately 480 million workers and their families.

A detailed presentation on the national policy, its scope, coverage, components and the mechanisms adopted by MoLE for its effective implementation was made and it was stressed that the guiding principles of the policy is the ILO's Code of Practice on HIV/AIDS and the priorities set up by the National AIDS Control Organization. The participants were requested to integrate activities/programmes on HIV/AIDS within the overall programs and ensure that the labour welfare policies and schemes are inclusive and sensitive to the needs of people living with HIV.

MoU between States on Eliminating Bonded Labour

Within the framework for promotion of decent work for all, the ILO and the Ministry of Labour, Government of India along with selected state governments, trade unions and employers' organizations have been collaborating since 2008 on a joint program to reduce vulnerability to bondage situations. The current project, focussed on the workers in the brick kiln sector, uses the "convergence based approach" to improve the conditions of workers at their location.

The brick kiln workers, who often migrate from one state to another, become vulnerable due to non-recognition of their

rights as workers in the source as well as destination areas. This calls for coordination mechanisms between the sending and receiving States. A framework for such coordination in the form of a Memorandum of Understanding (MoU) has been signed between Gol (MoLE) and State Labour Department of Governments of Odisha and Andhra Pradesh with the facilitation of the ILO. With this, both States have formulated a time-bound and result oriented action plan to benefit workers, especially in the context of brick kilns workers. Subsequent to the signing of MoU, a Central Level Migrant Workers Cells has been constituted on 6 July 2012, to create a sustainable institutional mechanism to look into the issues of inter-State migration across India.

National Tripartite Workshop on Maternity Protection

A joint study by Ministry of Labour and Employment and ILO was carried out in 2010-11 on the existing maternity benefit schemes and their coverage, focusing on the Maternity Benefit Act, 1961 and the Employees State Insurance Act, 1948 besides other maternity protection schemes and to make recommendations for legislative and operational improvements to expand the coverage.

A two-day National Tripartite Workshop was organized during 30-31 August 2012 in Lucknow to disseminate the findings of the study and to share the knowledge and information of various other schemes/studies related to maternity protection like the Indira Gandhi Matritva Sahyog Yojana (IGMSY) – a conditional maternity benefit scheme. Over 45 participants including 26 women representing trade unions, employers' organizations, civil society organisations, academia and State governments participated.

The workshop was inaugurated by the Labour Commissioner of Uttar Pradesh who spoke from the perspectives of the right holders and the importance of removing all the barriers to facilitate the smooth accessibility of the schemes that provide maternity protection. He also highlighted the importance of the social partners' role in advocacy and awareness raising. The Labour Commissioner assured that the Government of U.P will work very closely with all stakeholders in promoting maternity protection not only to the formal workers but also to the contractual workers in the formal economy and all informal workers.

Mr. Goutam Roy, Director, Ministry of Labour and Employment, Government of India, in his keynote address, shared information of the various schemes being implemented by his Ministry that are



related to all workers, especially women workers. Ms. Panudda Boonpala, Deputy Director, ILO DWT/CO New Delhi spoke about the various International Conventions and Standards dealing with the issue of gender-based discrimination, social protection and the ILO's collaboration with the tripartite partners in India.

The participants were informed of the salient features of the ILO's Maternity Protection Convention No.183 and the recently adopted ILO Recommendation No.202 on National Floors of Social Protection by Mr. Markus Ruck, ILO Senior Specialist on Social Security.

The recommendations and findings of the joint study of the Ministry of Labour and Employment, Government of India and the ILO and prepared by the Tata Institute of Social Sciences on maternity protection in India were shared with the participants which followed with good discussions moderated by Mr. K. S. Ravichandran, National Professional Officer, ILO New Delhi.

The study was well received by the Government both at the Central and State levels.

Recommendations from the participants include (i) updating the study with the latest data available on women's participation in labour force before its publication; (ii) coordinated effort by the tripartite constituents and the civil society organizations along with other stakeholders towards advocacy and awareness so that all workers including the women workers in the informal economy could be made aware of their rights on equality, social security schemes including maternity protection; (iii) convergence of various schemes addressing maternity protection need to be linked to the Unorganized Workers Social Security Act, 2008 to achieve multiplier effect; (iv) importance of covering all migrant workers under various schemes of social security with a particular focus on maternity protection; (v) the network of Employees State Insurance Corporation be expanded to attract more workers' registration under the scheme.

Trade Unions' Campaign for Ratification of ILO Core Conventions

In continuation to the National Trade Unions' Campaign on Ratification of the ILO Core Conventions 87, 98, 138 & 182, their Branches in Tamil Nadu viz. AITUC, BMS, CITU, HMS, INTUC and LPF through a common platform "Tamil Nadu Trade Unions Joint Action Forum" (JAF) have been conducting various activities on promotion of ratification and effective implementation of these Conventions. The Tamil Nadu campaign initially was concentrated only at the state level, however now the trade unions have extended their activities to the 32 districts of the State through joint networks at the zonal and district levels. Through workers education activities the 39 senior union leaders - men and women - from the 6 Unions are well versed on the international instruments - Core Labour Standards, Multi-National Enterprises Declaration and OECD guidelines for its effective use and implementation in the enterprises.

Apart from the regular training and capacity building activities, the Trade Unions have initiated a signature campaign. About 200,000 signatures have been obtained from Tamil Nadu. At the national level the Central Trade Unions have planned to collect 1,000,000 signatures on promotion of ratification of ILO Core Conventions. The National Trade Unions have also initiated a signature campaign amongst the Members of Parliament of Tamil Nadu in seeking support and intervention on ratification of two child labour conventions C.138 & C. 182.

On completion of the signature campaign activities, the JAF Unions along with their Central Unions plan to meet with the Hon'ble Prime Minister to discuss on the ratification of core labour standards and also to apprise on the various activities undertaken by the Central Trade Unions in promotion of ratification of Core Labour Standards.

Persons with Disability & the Indian Labour Market: Challenges and Opportunities

The ILO in early 2012 completed a study on Persons with Disability and the Indian Labour Market: Challenges and Opportunities, which laid emphasis on the opportunities for PwD to benefit from the national target of skilling 500 million people by 2020.

Among the recommendations of the study are: (a) the development of an employment portal for persons with disability; (b) development of a Compendium of Best Practices by Employers; and (c) using the web portal to leverage the ILO Global Business and Disability Network.

The need for collaboration between different players to jointly tackle the challenges and find solutions faced by Government, civil society, companies and the people with disabilities themselves was highlighted as the key element in a meeting held with employers organizations on 27 June 2012 to discuss the study recommendations. This is critical, especially in the context of India's focus on "inclusive growth", since approximately 40-80 million people in India are disabled, constituting 4–8% of India's total population



making PwDs the single largest minority group.

The study report can be accessed from the ILO–New Delhi website: www.ilo.org/India

Study visit from Hosei University, Japan

A group of 12 students from Hosei University, Japan, was in ILO-New Delhi on a study visit on 31 August 2012. These under graduate students were from the Faculty of Law, Global Politics Department. The students were very enthusiastic to learn about the employment and socio-economic conditions of labour in India. ILO officials made presentations and briefed them on these issues.

The ILO Office, New Delhi, gets a number of study visits from different universities in India and some from abroad every year.



New ILO Knowledge Product

Tool Kit on Enterprise Productivity and Competitiveness

A South-Asia sub-regional project of the ILO during 2004 developed a Self-Assessment Tool Kit on Enterprise Productivity and Competitiveness. This tool kit was adapted by the Bangladesh and Nepal Employers' Organizations (EOs) with ILO assistance, to suit the needs of their local small and medium enterprises.

In India, the ILO through the Council of Indian Employers worked in collaboration with the Bihar Industries Association (BIA) to adapt this Tool-Kit to the requirements of small and medium enterprises in Bihar within its own economic, social and cultural context.

An ILO consultant working with the BIA and a group of its

member enterprises completed the local adaptation during the first half of 2012 and is being translated into Hindi. The Tool-Kit identifies in simple terms "critical success factors" that affect enterprise performance ranging from Financial and Human Resources to Societal Concerns for sustainable growth, and also the "drivers of performance" vis a vis such factors to enable enterprises work out appropriate strategies for performance improvement. While small, medium and micro enterprises should find this to be a ready tool to measure their own performance and plan strategic improvements, it should also serve as a useful tool for EOs in promoting productivity strategies in member enterprises for sustainable growth and development while adhering to fair labour standards.

News, views and analysis from the world of work

Youth Employment: 40 per cent of the jobless worldwide are young people. There will be nearly 75 million unemployed youth aged 15 to 24 in 2012, an increase of nearly 4 million since 2007. The youth unemployment crisis can be beaten but only if job creation for young people becomes a key priority in policy-making.

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Weakening collective bargaining hurts recovery: Some governments unilaterally reformed collective bargaining arrangements at the height of the economic crisis. Reversing those decisions and providing policy support for collective bargaining would be key to recovery.

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Social protection programmes can act as stabilizers mitigating the impact of economic crises on labour markets while contributing to maintaining social cohesion and stimulating aggregate demand.

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Domestic work is no longer a "domestic issue": The ratification of ILO Convention 189 on Decent Work for Domestic Workers by the Philippines recently breaks new ground in extending basic labour rights to the nearly 100 million of domestic workers worldwide.

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For more information and details regarding the snippets given above and a lot more please visit the ILO website: <http://www.ilo.org>

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G20 countries would need to create **21 million jobs** in 2012 in order to return to pre-crisis employment levels.

China's latest revolution: Basic health care for all

On 6 April 2009, China unveiled an action plan for a radical and ambitious health-care reform aimed at attaining universal health insurance coverage by 2020. Three years later, the country has almost reached this goal.

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Decent Work must be safe work for all. More needs to be done to protect workers' safety and health, as highlighted by some recent industrial accidents with large casualties.

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The **ILO Helpdesk for Business** provides information on a wide range of labour topics, all derived from the ILO MNE Declaration. Check out available ILO resources and tools as well as Questions and Answers (Q&As) and useful links on Child labour, Collective bargaining, Discrimination and Equality, Employment promotion, Forced labour, Freedom of association and the right to organize, Occupational safety and health (OSH), Security of Employment, Wages and Benefits and Working time. Email to assistance@ilo.org or telephone +41 22 799-6264 (fax +41 22 799-6354)

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We welcome your suggestions and contributions. Please write to us.

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