



International
Labour
Organization



The ILO in India

KEY FACTS AND FIGURES



Population
(2011 Census
Govt. of India)

1.21 billion



GDP
(current US\$
billions) (2017)

2,602

**GDP
per capita**
(US\$) (2017)

1,976

	Total	Male	Female
Labour force (2012)	438.71M	-	-
Labour force participation rate (15-64 age group) (2012)	-	79.1%	23.4%
Unemployment rate (2012)	2.7%	-	-

Source: World Economic Outlook Database (WEO), IMF and NSSO (India), 2012

RATIFIED CONVENTIONS

India has ratified 47 international labour Conventions and one protocol. The fundamental Conventions ratified by India are as follows:

- C.29 Forced Labour Convention, 1930 (30 Nov 1954)
- C.100 Equal Remuneration Convention, 1951 (25 Sep 1958)
- C.105 Abolition of Forced Labour Convention, 1957 (18 May 2000)
- C.111 Discrimination (Employment and Occupation) Convention, 1958 (3 Jun 1960)
- C.138 Minimum Age Convention, 1973 *Minimum age specified: 14 years* (13 Jun 2017)
- C.182 Worst Forms of Child Labour Convention, 1999 (13 Jun 2017)

India has witnessed rapid economic growth in the last two decades and has emerged as one of the fastest-growing middle-income countries worldwide in recent years. From 2007 to 2016, India's economy has more than doubled, growing by 112 per cent.¹ India's share in world GDP increased from an average of 4.8 per cent during 2001-07 to 7.5 per cent in 2017, in purchasing power terms.² The strong growth in productivity in the 2000s, was also accompanied by growth in wages of regular workers by 4.2 per cent per annum from 2004-05 to 2011-12, and 6.8 per cent for casual workers. India's economy has increasingly become driven by the services sector, which accounts for 55.2 per cent of output. Between 1994 and 2012, the proportion of the population below the poverty line fell from 45 per cent to 22 per cent, and close to 133 million people were lifted out of poverty.

India is a large, complex and diverse country with 29 states and seven Union Territories (UTs). The Government of India (GoI) has pursued co-operative federalism, which has resulted in state governments taking the lead in the implementation of national policies and programmes.

Women's labour force participation rate remains persistently low and has been declining in recent years, falling from 26.2 per cent in 2010 to 23.4 per cent in 2012. Likewise, the participation of young women aged 15-24 has declined from 17.6 per cent to 14.7 per cent in the same period. The fall in female labour participation rates can be attributed in part to the effect of girls studying for longer periods of time and higher levels of household incomes— which reduces the need of women's economic contribution to households.

The share of workers in the unorganized sector (enterprises with fewer than ten workers, including own-account workers) fell from 86.3 per cent in 2004-05 to 84.3 per cent in 2009-10, and further to 82.2 per cent in 2011-12³. Further, the share of informal workers in the organized sector (that is workers without access to social security in larger enterprises) increased significantly through greater utilization of contract and other forms of casual labour. Due to these two countervailing trends, the percentage of workers in informal employment in India has remained stagnant at around 92 per cent.

- 1 World Bank, World Development Indicators (May 2017)
- 2 IMF World Economic Outlook October 2017, <https://www.imf.org/external/pubs/ft/weo/2017/02/weodata/index.aspx>
- 3 NSS 67th round, Unincorporated Non-Agricultural Enterprises (Excluding Construction), 2015-16; Ministry of Statistics and Programme Implementation

**THE ILO -
WHO
WE ARE**

The International Labour Organization (ILO) is the United Nations agency for the world of work. Devoted to advancing social justice, it promotes a Decent Work Agenda based on four strategic pillars: rights at work, decent employment opportunities, social protection and social dialogue.

It is the only public international organisation which is tripartite, where workers and employers enjoy equal rights with governments in representation and decision making. Together they set labour standards, develop policies and devise programmes upholding decent and productive work, in conditions of freedom, equity, security and dignity for all.

Created in 1919 as part of the Treaty of Versailles that ended World War I, the ILO became the first specialized agency of the UN in 1946. It received the Nobel Peace Prize in 1969 and today is recognized as the world's authority on the world of work, offering over 100 years of knowledge, experience and achievements.

THE ILO IN INDIA

India has been a founding Member of the ILO since 28 June 1919. In 1922, India became a permanent member of the ILO Governing Body and in 1928, the ILO office in India was established in New Delhi. The ILO India office is supported by the Decent Work Technical team for South Asia.

Current areas of work

The ILO's work in India is carried out within the framework of the [Decent Work Country Programme \(DWCP\)](#) which is aligned with the United Nations Sustainable Development Framework. The overall objective of India's DWCP for 2018 to 2022 is to "create a more decent future of work through **better quality jobs**, and ensure the **transition to formal employment and environment sustainability**" and to support India's march towards "**Leaving no one behind and Reach the furthest behind first**" as articulated in the 2030 UN Agenda. In the next five years, ILO India will be focussing on - boosting employment opportunities for women in rural areas and youth, protecting migrant workers, promoting employment in sectors that address environment and climate change, and formalizing India's large informal economy.

ILO India has also been working on

- Preventing unacceptable forms of work such as bonded labour, labour trafficking, and ensuring the rights and protection of domestic workers.
- Promoting gender equality at the workplace, preventing sexual harassment, gender-based violence and wage discrimination, and implementing ILO Conventions and national laws on equal remuneration and employment.
- Conducting evidence-based policy research on areas of national importance including mapping trends in India relating to the future of work.
- Introducing tools to integrate employment goals in national policies and programmes, and promoting Decent Work elements in select governmental programmes.
- Supporting the creation of a national Social Protection Floor through advisory services, and identifying challenges in the implementation of select government schemes.
- Strengthening tripartite institutions' ability to carry out social dialogue at both national and state levels and promoting capacities of employers' and workers' organizations to provide better services to their members and to influence labour policy formulation.
- Ratifying and applying international labour standards, providing technical advisory services, policy support, training, research through ILO's training partnerships (ITC-Turin), facilitating and strengthening social dialogue.

Successes

- A key success of ILO India has been the ratification of the ILO Core conventions on child labour-the Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182) in June 2017.



- With the technical assistance of the ILO, Ministry of Rural Development trained nearly 8000 rural youth as technicians to support construction of rural works under India's largest employment guarantee scheme. Nearly 6000 engineers and contractors have been trained by the ILO alone to boost employment in rural areas.
- Over 370,000 women migrant workers have been provided with critical training on mobility by choice by the Work in Freedom project in India.
- Over 10,000 young women and men in rural areas have been supported to set up businesses through ILO's *Start and Improve your Business* programme.
- The research and advocacy campaign on decent work for domestic workers resulted in concrete responses by many state Governments such as: setting up minimum wage for domestic workers and providing workers with access to government welfare schemes, getting them organized by trade unions, and preventing the trafficking of women and girls

Social Partners

Government: Ministry of Labour and Employment

Workers' organizations: The 12 central trade unions and their regional and state-level affiliates

Employers' organizations: The Council of Indian Employers (comprising of All India Organization of Employers, Employers' Federation of India and Standing Conference of Public Enterprises).

ILO has also developed partnerships with a range of stakeholders, such as the UN Country Team, bilateral and multilateral resource partners, research institutes (Institute for Human Development, National Council of Applied Economic Research, VV Giri National Labour Institute) and research networks (SARNET), and civil society organizations, including Development Alternatives/Tara Livelihoods Academy, Prayas, B-Able, the Association of Lady Entrepreneurs of Andhra Pradesh, Migrant Forum Asia, and the International Domestic Workers Network.

Decent work: a key to achieving the Sustainable Development Goals



“Decent work is not just a goal – it is a driver of sustainable development”

Guy Ryder, ILO Director General

By embracing the three dimensions of sustainability – economic, social and environmental, the 2030 Agenda for Sustainable Development provides a once-in-a-generation chance to make a change and improve the lives of billions, leaving no one behind.

At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while working to preserve our planet.

The importance of decent work in achieving sustainable development is highlighted by Goal 8 which aims to “promote inclusive and sustainable economic growth, full and productive employment and decent work for all”.

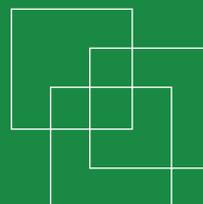
Putting decent work at the heart of economic policy-making and development plans will not only generate jobs but also lead to more robust, inclusive and poverty-reducing growth. It is a virtuous circle that is as good for the economy as it is for people, and one that drives sustainable development.

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