



The last quarter of 2021 saw a series of key events that have revitalized the engagements of the ILO and its constituents. As the COVID-19 pandemic related uncertainties continue to impact the world of work, we have stepped up our efforts to advance social justice and promote decent work.

The second and final session of the [109th International Labour Conference](#) concluded on 13 December, with a call from Member States of the ILO to develop new strategies to tackle inequalities and boost skills and life-long learning.

“The year gone by has been a challenging one for all. What shone through was the resilience of the human spirit, much like last year, and at the ILO, an even greater commitment to advancing towards our goal of 'Decent Work for All', as we navigate a precarious World of Work,” -

ILO Director, Dagmar Walter

Promoting Decent Work In India

October to December 2021



► Highlights

Tripartite national dialogue

The ILO, in collaboration with the Ministry of Labour and Employment, Government of India, hosted a **Tripartite national dialogue on the global call to action for a human-centred recovery from the COVID-19 crisis in the context of India** on 10 December. The conference was attended by senior officials from the MOLE and its institutions, representatives from central ministries/departments, ILO Governing body members, state labour department officials, senior representatives from employers and workers organizations, and academic and research institutions. Through two high-level technical panels, the conference discussed the four priority areas of the Global Call to Action for a human-centred recovery from COVID-19, namely, a) **Inclusive economic growth and employment; b) Protection of all workers; c) Universal social protection; d) Social Dialogue, in the context of India.**



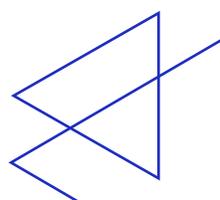
The event's chief guest, Minister for Labour and Employment, and Environment, Forest, and Climate Change, Bhupender Yadav, emphasized upon the importance of a human-centric approach and the four key priorities of the Global Call to Action. He highlighted the need for and importance of **capacity building, improved occupational safety and standards, green jobs, and preventive and curative health measures** to stabilize and improve various work sectors.



He encouraged and welcomed the ILO's consultative process and the suggestions from the meeting. The Honourable minister reiterated his support to strengthen the rights of the workers and for formulating effective policies and assured the effective implementation of the recommendations that were brought forth by the tripartite national dialogue.

He emphasized upon the role of **technological advancement, skilling and lifelong learning** while underscoring the importance of health and safety of both organized and unorganized sector workers. He stated his belief of the ILO's Decent Work mandate being encapsulated in Article 21 of the Constitution, which he said the government is committed to fostering and furthering.

The entire proceedings of the event can be found [here](#).



Courtesy call by Director, ILO DWT/CO-New Delhi to the Honourable Minister for Labour and Employment

Dagmar Walter, Director, ILO DWT/CO-New Delhi called upon **Shri Bhupender Yadav**, Honourable Minister for Labour and Employment and Environment, Forests and Climate Change, following his taking charge of office. The new MOLE Secretary Sunil Barthwal and Joint Secretary RK Gupta were present.



Address by Director ILO DWT/CO-New Delhi at the Annual General Meeting of AIOE

The ILO Director addressed the 87th Annual General Meeting at All India Organisation of Employers'. The theme for this year's AGM was "**Impact of New Labour Codes on Sustainable and Equitable Growth**". The Secretary, MOLE delivered the inaugural address. The event also marked the launch of the AIOE- ILO ACT/EMP recent study on "**New Ramifications of the Internal Migration in India as a result of COVID-19- The Industry Perspective**", followed by a presentation on the study findings.



High-level meeting on disaster-risk management meeting between UN agencies and NDMA, Ministry of Home Affairs, GOI

ILO participated in a high-level meeting organized between UN agencies and **National Disaster Management Authority (NDMA)**, Ministry of Home Affairs, Government of India to discuss potential areas of cooperation on disaster-risk management and resilience building. The UN delegation was led by Mr Shombi Sharp, UN Resident Coordinator for India.



Workers and employers consulted for development of the new UNSDCF 2023-27

Two separate consultations were held with Indian EOs and TUs as part of the process for developing the new India **United Nations Sustainable Development Country Framework (UNSDCF)**. This has been part of ongoing efforts in building capacity of social partners for effective contribution in the formulation process of next generation of UNSDCF.



Case study on Aligarh lock cluster undertaken

A comprehensive study examining the Aligarh Lock Cluster “**Realizing potentials of Industrial Clusters of Labour Surplus States: For Inclusive Development and Decent Work**” was undertaken bringing out the trade union perspective. The study envisages to understand how cluster development helps in mitigating poverty and fulfilling the Decent Work Agenda, along with bringing out some policy pointers towards ensuring harmonious labour relation, resilience, and decent work conditions.

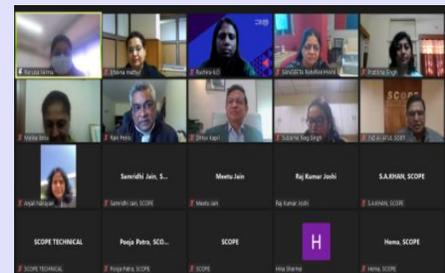
IOE and EBMO meetings with UNRCs in India and Pakistan

International Organisation of Employers (IOE) with Employers’ and business membership organizations (EBMOs) of India and Pakistan organized two meetings, with the respective UNRCs on 23rd and 24th November, to ascertain how employers could be **engaged more effectively in the UNSDCF process**; and the potential for an institutionalized and regular engagement mechanism between UNRC and the Private Sector.



Virtual session with SCOPE

A virtual session was organized with SCOPE and its network of Champions, who are notable change agents within PSEs to foster equal opportunities. It included discussions, feedback, learnings, and the next steps on one of the recent e-learning programmes undertaken by SCOPE Champions and official on “**Embracing Change in New Era: Empowering SCOPE Gender Equality Agents of Change**”.



Workers Information and Support Centres inaugurated

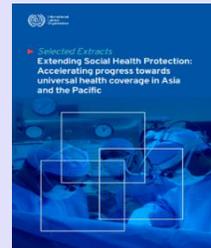
Workers Information and Support Centres (WISC) were inaugurated **Maharashtra and Bihar**. HMS will coordinate activities in Maharashtra and INTUC in Bihar. Prior to this, WISCs in the States of Tamil Nadu and Delhi were inaugurated, coordinated by LPF and BMS respectively. WISCs are trade union hubs providing information, counselling services and trainings for workers, especially the vulnerable and crisis affected. They also facilitate workers and TUs to engage in at least one form of effective social dialogue.



Knowledge Products

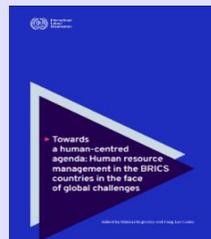
[Selected Extracts - Extending Social Health Protection: Accelerating progress towards Universal Health Coverage in Asia and the Pacific](#)

Documents country experiences and lessons learned on the extension of legal and effective coverage of Social Health Protection, both in terms of scope (population coverage) and adequacy of the benefits (service covered, level of financial protection).



[Towards a human-centred agenda: Human resource management in the BRICS countries in the face of global challenges](#)

Examines novel evidence of human-centred human resources management (HRM) practices in five leading emerging economies, namely Brazil, the Russian Federation, India, China, and South Africa.



[Impact of COVID-19 on nexus between climate change and labour migration in selected South Asian countries: An exploratory study](#)

Climate change has been identified as the single greatest risk for achieving the 2030 Agenda on Sustainable Development Goals. With the advent of the COVID-19 pandemic, many of the risks to the world of work have been magnified in both rural and urban areas, particularly in the informal economy.



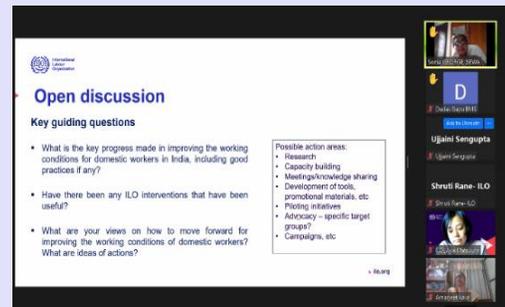
▶ Main Activities

In line with the Decent Work Country Programme (DWCP 2018-2022)

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

▶ A virtual three-day sub-regional **tripartite workshop on Decent Work for Sanitation Workers** was organized in October. Tripartite constituents from Bangladesh, India, Maldives, Nepal, Pakistan, and Sri Lanka attended the workshop. The ILO highlighted strategies to link the issue to sustainable environmental development, the network of international organizations (the ILO, World Bank, WHO, WaterAid and SNV) and break the cycle of stigmatization through education in this regard. [As a way forward](#), the constituents agreed to promote rights and safety of sanitation workers.

▶ The year 2021 marked the 10-year anniversary of the adoption of **Domestic Workers Convention, 2011 (No. 189)** and **Domestic Workers Recommendation, 2011 (No. 201)**. In this context, two respective meetings with Employers organizations and Workers organizations were organized. The meetings were convened to understand the progress made in advancing the Decent Work Agenda for domestic workers, existing challenges. The meeting helped in identifying areas of ILO's technical support to the constituents for advancing promotion of decent work for domestic workers in India.



▶ The head of the Indo Pacific team of the UK FCDO, Ms Fiona Coughlin met with the **Work in Freedom** and **Child Labour programme** teams to discuss the project, progress made, COVID-19 related concerns, and future plans. WIF project's work, especially in the wake of COVID-19, was appreciated by the FCDO. A field visit to the SEWA office in Delhi was organized where the SEWA team presented their challenges and demands; and the domestic workers union was met with, to understand their concerns.

▶ The ILO helped organize and participated in the **Civil Society Consultation on Child Labour in Asia and the Pacific** led by the South Asia Coordinating Group on Action against Violence against Children (SACG). The SACG brings together United Nations agencies, international non-governmental organizations and other actors working at the regional level for child rights and protection in South Asia and ILO leads its technical working group on Child Labour. The SACG conducted the consultation as part of the preparations for the **fifth Global Conference on Child Labour** (VGC) to be held in South Africa in 2022. The activity succeeded in giving a voice to the CSO community in Asia and the Pacific to help shape the agenda for the VGC.

▶ A field mission was undertaken to Jharkhand for discussing and reviewing key project activities in the state, under the **Asia Regional Child Labour Project**. Key meetings included discussions with partners working in Koderma district for mapping of community resources for elimination of child labour; meetings with partners for elimination of the worst forms of child labour in mica mining in Jharkhand and discussions with the Principal Secretary Labour, Government of Jharkhand about the project initiatives in the state. The project will be developing a strategy paper on **"Elimination of child labour in the Mica Supply Chain"**, as one of the follow-up initiatives after the mission.



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.

▶ The “[Good Practices and Lessons Learned in Making Migration Work for All](#)” event was organized by the Qatar Foundation, Hamad Bin Khalifa University, and IOM. The ILO presented the perspectives of labour migration from South Asia in the session which focused on best practices and lessons learned from labour migration models around the world.



▶ ILO participated in the Ministry of Corporate Affairs and ASSOCHAM Summit “**S/HE: Inspiring Change: Contributing to Smart, Sustainable and Inclusive Growth**” and shared the approach to the development of Sustainable and Smart Growth, which can guide organizations in India to move towards the adoption and promotion of the Decent Work Culture.

▶ The EU-India CAMM project launched the “[Pre-departure information for Indians going to the European Union](#)” handbook for Indians going to the European Union. The handbook was launched jointly by the European Union and the Ministry of External Affairs, Government of India.

The MEA issued a press release on the handbook [here](#).



▶ The ILO attended the meeting of 7th CUTS-CIRC Biennial Conference on “[Competition, Regulation and Development: Building Blocks for an Inclusive and Resilient Economy](#)”, organized by the CUTS-Institute for Regulation & Competition, and presented on the emerging global strategy to deal with job scenarios, how the growing digitalization of economies affect the job market, & the ILO’s prescriptions for the Nation States. The Centenary Declaration and the [global call for action for a human-centred recovery from the COVID-19 crisis](#) featured prominently in the discussion.



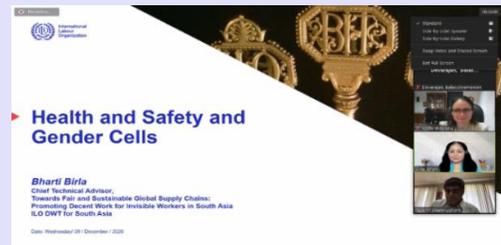
▶ The ILO, IOM, and UN Women, under the purview of GOALS programme, launched the [South Asia Knowledge Hub on Labour Migration](#), which brings together academic institutions and think tanks from South Asia to provide access to knowledge, information, and policy recommendations to be used by South Asian policy makers and other stakeholders.

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

▶ A training on [SDG 1.3 on social security](#) was organized in collaboration with Ministry of Statistics and Programme Implementation (MOSPI) which was attended by officials from Ministry of rural development, women and child development, labour and employment, and social justice and empowerment.



▶ The [Sustainable Global Supply Chains South Asia Project](#), along with Tiruppur Exporters' Association (TEA), launched **Health & Safety and Gender Cells** for 15 selected member enterprises. The inaugural session was followed by a training on **Health and Safety in SMEs and Prevention from COVID-19 in Workplace**.

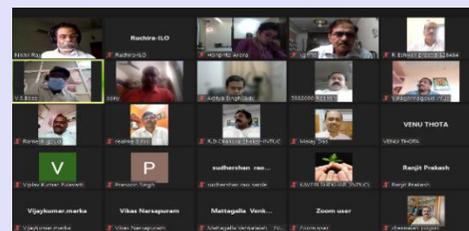


▶ A working group meeting was held with the Ministry of Labour and Employment, NACO, and Ministry of Health and Family Welfare. This was the first meeting to discuss the progress of MOU on **HIV/AIDS interventions in the world of work**. Key action points by MOLE institutions–V V Giri National Labour Institute, Employee's State Insurance Corporation, and Dattopant Thengadi National Board for Workers Education and Development and the states on the issue were discussed.

▶ Constituents and other related stakeholders were consulted comprehensively for undertaking the **"Towards Strengthened Social Dialogue in India's Informal Economy"** study.



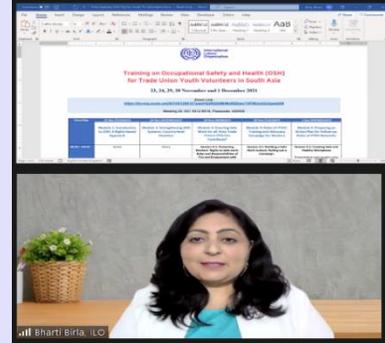
▶ A **Documentation of Labour Dispute Resolution System (LDRS)** exercise was undertaken in Telangana. Further to this, capacity of labour officials of the state was enhanced through ILO-ITC training programme on Conciliation/Mediation of Labour Disputes.



▶ Organized a follow-up interactive workshop for **Health and Hygiene Ambassadors (HHA)** with a discussion on sustaining and strengthening the activities and networks of HHAs.

▶ The 35th Asia-Pacific Occupational Safety and Health Organization (APOSHO) General Meeting was held online, at which a presentation on “**ILO’s OSH Activities in Asia**” was delivered.

▶ A five-day online training programme on **Occupational Safety and Health (OSH) for Trade Union Youth Volunteers in South Asia** was organized by the ILO DWT for South Asia and Bureau for Workers Activities (ILO-ACTRAV) with the support of ILO/Japan Projects (S+H for All Plantation Workers in South Asia and SGSCs in South Asia). About 50 Youth Trade Union participants from Trade Unions of South Asia participated. The trained young trade union leaders will form a network with a mission of “**Youth for Safe Work**” at the South Asia level.



▶ ILO-IHD **Virtual Consultative Workshop** on “**New Social Security Code and Strengthening of Social Protection System in India with particular reference to Western India (Maharashtra, Gujarat, Rajasthan and Goa)**” was organized. The panelists included senior state government officials, representatives from employers and workers organizations and academicians, and excerpts of the World Social Protection report were presented.

▶ A visit was undertaken to an **electronic waste (e-waste)** recycling site in Uttar Pradesh to identify good practices and risks in occupational safety and health (OSH).



▶ Media Updates

1. The ILO facilitated Kochi-based worker to come back from Sri Lanka which was covered by [The Hindu](#).
2. The joint UN video on the ILO’s Convention 190 (C190) in India, is now on [YouTube](#).
3. The national tripartite dialogue held in collaboration with the Ministry of Labour and Employment received wide coverage across English and Hindi publications. [Press Information Bureau](#) | [Financial Express](#) | [Indian Express](#) | [The New Statesman](#) | [ANI](#) | [Dainik Jagran](#) | [LatestLY](#) | [LatestLY Hindi](#) | [DevDiscourse](#)