



International
Labour
Organization

▶ The ILO in India

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▶ At a glance

India is a founding member of the ILO since 1919 and governing body member since 1922

Key areas of collaboration

- ▶ Youth employment and decent job creation
- ▶ International labour standards and social dialogue
- ▶ Skilling for youth and women
- ▶ Sustainable enterprises and just transition
- ▶ Universal social protection

Constituents

- ▶ Ministry of Labour and Employment
- ▶ Confederation of Indian Employers (CIE)
(All India Organization of Employers (AIOE);
Employers' Federation of India (EFI); Standing
Conference of Public Enterprises (SCOPE))
- ▶ Bharatiya Mazdoor Sangh (BMS)
- ▶ Indian National Trade Union Congress (INTUC)
- ▶ All India Trade Union Congress (AITUC)
- ▶ Hind Mazdoor Sabha (HMS)
- ▶ Centre of India Trade Unions (CITU)
- ▶ All India United Trade Union Centre (AIUTUC)
- ▶ Self Employed Women's Association (SEWA)
- ▶ All India Central Council of Trade Unions
(AICCTU)
- ▶ Labour Progressive Federation (LPF)
- ▶ United Trade Union Congress (UTUC)
- ▶ National Front of Indian Trade Unions (NFITU)

Conventions ratified

India has ratified 47 International Labour Standards and one protocol.

▶ Towards decent work for all in India

India has maintained a strong partnership with the ILO as a founding member since 1919, showcasing its rapid economic growth and its rise as the world's fifth-largest economy in 2023. Despite significant progress in reducing poverty and improving the educational outcomes of the youth, India faces challenges related to its large agricultural workforce, persistent informality and a transforming jobs landscape. Emerging sectors such as the gig, platform, and care economies highlight opportunities for investment and skills development to meet the evolving labour market needs.

ILO's collaboration with India focuses on creating decent jobs, enhancing universal social protection, promoting green and sustainable enterprise development and improving working conditions. The partnership also aims to increase labour force participation, particularly among women, youth, and marginalized groups, while fostering social dialogue.

The collaboration also aims to support legal reforms and encourage sectoral interventions to formalize the workforce. Additionally, the ILO supports India's commitment to a just transition aligned with its Nationally Determined Contributions (NDCs) and advancing social justice through the ratification and implementation of international labour standards.

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for more information



Labour market indicators

- Population: 1.2 billion (Government of India's 2011 census)
- Labour force participation rate (2024): 56.4%
- Employment-population ratio (2024): 53.7%
- Unemployment rate (2024): 4.9%

Source: Government of India's Periodic Labour Force Survey

► How do we work together?

The ILO and its government, employer and worker constituents in India are working together in a number of key areas:

- **Transitioning to formality:** Addressing decent work deficits in informal sectors like sanitation, gig and platform, plantations, and domestic work, and promoting apprenticeships and sustainable enterprises.
 - **Promoting gender equity:** Enhancing women's access to skills and employment, reducing wage gaps and promoting entrepreneurship.
 - **Eliminating child labour:** Tackling the root causes of child labour by promoting Fundamental Principles and Rights at Work, improving working conditions, expanding access to social protection, vocational training and strengthening the capacity of constituents.
 - **Fostering inclusive workplaces:** Advancing employment for persons with disabilities, individuals living with HIV and TB, and eliminating all forms of gender-based violence and harassment.
 - **Research and policy development:** Producing research and publications to inform policy frameworks and guide development cooperation projects aligned with constituent priorities.
 - **Labour Market Information Systems (LMIS):** Supporting robust data systems for evidence-based policy-making and monitoring.
- **What have ILO and India achieved together?**
 - **Ratification of core conventions on child labour:** India ratified the ILO Core Conventions on Child Labour—Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182) in June 2017.
 - **Enhanced capacity building for MSMEs:** Capacity-building tools like SIYB, IYB and SCORE have been instrumental in building the capacity of micro, small, and medium-sized enterprises across the country. These tools help entrepreneurs start businesses, improve productivity, and ensure sustainability.
 - **Technical support during India's G20 Presidency:** The ILO provided key technical support to India's G20 Presidency, focusing on sustainable financing of social protection, extending social protection to more workers, and addressing global skills gaps.
 - **Advancing the care economy:** Emphasized the care economy's growing significance through national consultations, research, documentation, and public campaigns, including an outdoor campaign with the Delhi Metro Rail Corporation.
 - **Promotion of Occupational Safety and Health (OSH):** During the COVID-19 pandemic, the ILO supported the creation of OSH champions within Workers' and Employers' Organizations. OSH was also integrated into the ILO's framework of Fundamental Principles and Rights at Work, leading to the establishment of OSH focal points by the ILO and its constituents in their organizations.
 - **Strengthened workers' organizations:** Workers' Information Support Centres (WISC) were established to enhance workers' organizations' capacity in enabling workers to access social protection services and entitlements effectively.

What is the International Labour Organization?

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.