

Capacity Building Workshop: Towards more effective wage policies in India

VV Giri National Labour Institute, Noida, 15 to 16 April 2015

RATIONALE

Wages are of fundamental importance for the living standards of wage earners and their families, irrespective of the level of economic development. They are also important elements of economic progress and social justice. In recent years, many countries saw a revival of interest in wage policies and policy tools such as minimum wages after a period of relative neglect during the 1980s and 1990s. It is thus critical for policymakers to better understand the nature of wage policies and strategies for minimum wage setting.

In this context, the two-day workshop, “Towards more effective wage policies in India”, will be held in collaboration between the Ministry of Labour and Employment (MoLE), VV Giri National Labour Institute and the International Labour Organization (ILO) in the VV Giri NLI campus, Noida from 15 to 16 April 2015.

The workshop will put the current reform debate around wage policy in India into the broader perspective of international practices, while promoting the sharing of experiences on the implementation of the Minimum Wages Act 1948 at the state level. It also aims at gathering views on the further development of minimum wage as a policy tool from those charged with its implementation.

OBJECTIVES

This workshop aims to improve participants’ capacity to design coherent approaches for developing and implementing effective wage policies. It emphasises how to improve wage policies with clear and achievable objectives, sound analysis and constructive social dialogue.

PARTICIPANTS

The workshop will be attended by labour administrators from States and Union Territories and a number of national and international experts.

ANNEX: PROGRAMME

Time	Day 1 – Wednesday, 15 April 2015	Day 2 – Thursday, 16 April 2015
9.00-10.30	Session 1: Opening, introductions and expectations for the workshop • P.P. Mitra, Principal Labour and Employment Adviser, MoLE • Panudda Boonpala, OIC, ILO Country Office for India Session 2: Findings from the Global Wage Report 2014/15 and wage trends in Asia • Patrick Belser, ILO	Session 5: Objectives of minimum wages and different minimum wage systems / C26 and C131 • Patrick Belser, ILO • Malte Luebker, ILO
10.30-11.00	<i>Tea break</i>	<i>Tea break</i>
11.00-12.30	Session 2 (cont.): • Malte Luebker, ILO • Dr Sasikumar, VVGNI	Session 6: Group work on India's minimum wage system and towards a more effective design • Moderated by VVGNI and ILO • Short group presentations
12.30-13.30	<i>Lunch break</i>	<i>Lunch break</i>
13.30-15.00	Session 3: Indian wage data and trends • Dr. Sasikumar, VVGNI • Sher Verick, ILO • Prof. T.S. Papola (tbc)	Session 7: Using economic and social criteria to determine the level of minimum wages / R135 • Patrick Belser, ILO • Malte Luebker, ILO Group work on difference between minimum wage levels between Indian states • Moderated by VVGNI and ILO
15.00-15.30	<i>Tea break</i>	<i>Tea break</i>
15.30-17.00	Session 4: Operation of the Minimum Wage Act 1948 at the state level • Expert (e.g. former Chief Labour Commissioner, Dr Ashok Sahu) (tbc) • Dr Sasikumar, VVGNI • Presentations from three or four states	Session 7: (continued) Session 8: Wrap-up and way forward • MoLE • VVGNI • ILO