



सत्यमेव जयते



International
Labour
Organization

INDIA

DECENT WORK
COUNTRY
PROGRAMME
2018-2022

Decent Work Country Programme for India (2018 – 2022)

For and on behalf of the Government



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For and on behalf of the International Labour Office



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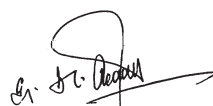
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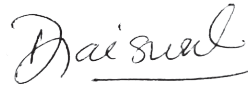
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INDIA

**DECENT WORK COUNTRY
PROGRAMME 2018-2022**

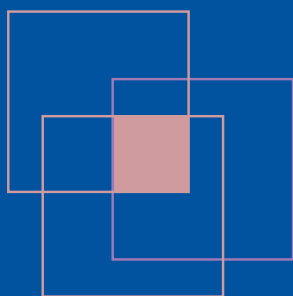
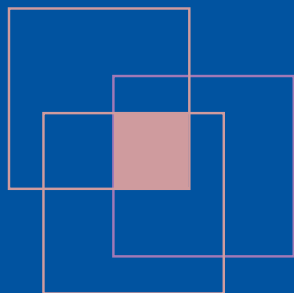


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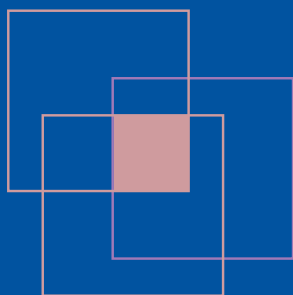
AEPC	Apparel Export Promotion Council
AIDS	Acquired Immune Deficiency Syndrome
AIOE	All India Organization of Employers
BDSPs	Business Development Service Providers
BFTs	Barefoot Technicians
BMO	Business Membership Organization
BOCW	Building and Other Construction Workers
BRICS	Acronym coined for an association of: Brazil, Russia, India, China and South Africa
CAMM	Common Agenda for Migration and Mobility
CP	Country Priority
CPI	Consumer Price Index
CPR	Country Programme Review
CRPD	Convention on the Rights of Persons with Disabilities
DAY	Deendayal Antyodaya Yojana ¹
DDU-GKY	Deen Dayal Upadhyaya Grameen Kaushal Yojana
DGFASLI	Directorate General of Factory Advice Service and Labour Institutes
DGT	Directorate General of Training
DTAC	DWCP Tripartite Advisory Committee
DWCP	Decent Work Country Programme
DWT/CO	Decent Work Team for South Asia and Country Office for India
EDC	Entrepreneurship Development Centre
EO	Employers' Organization
ESIC	Employees' State Insurance Corporation
EU	European Union
FICCI	Federation of Indian Chambers of Commerce and Industry
FoW	Future of Work
FPRW	Fundamental Principles and Rights at Work
GDP	Gross Domestic Product
GST	Goods & Services Tax
GoI	Government of India
HIV	Human Immunodeficiency Virus
HQ	Headquarters
ICT	Information & Communication Technology
IOM	International Organization for Migration

1. DAY – erstwhile National Rural Livelihood Mission,

ILO	International Labour Organization
ILS	International Labour Standards
IRENA	International Renewable Energy Agency
ISA	International Solar Alliance
ITC	International Training Centre in Turin
LGBTI	Lesbian, gay, bisexual, transgender and intersex
LMCS	Lean Manufacturing Competitiveness Scheme
LMI	Labour Market Information
MAVIM	Mahila Arthik Vikas Mahamandal
MEA	Ministry of External Affairs
MGNREGS	Mahatma Gandhi National Rural Employee Guarantee Scheme
MII	Make In India
MoLE	Ministry of Labour and Employment
MoMSME	Ministry of Micro, Small and Medium Enterprises
MoRD	Ministry of Rural Development
MSDE	Ministry of Skill Development and Entrepreneurship
MoSPI	Ministry of Statistics and Programme Implementation
MSME-DIs	MSME Development Institutes
MUDRA	Micro Units Development and Refinance Agency
NAPS	National Apprenticeship Promotion Scheme
NATS	National Apprenticeship Training Scheme
NCSP	National Career Service Portal
NEET	Not in Education, Employment or Training
NIESBUD	National Institute for Entrepreneurship and Small Business Development
NITI Aayog ²	National Institution for Transforming India
NOS	National Occupational Standards
NPA	Non-Performing Asset
NRLM	National Rural Livelihoods Mission
NRuM	National Rurban Mission
NSDA	National Skill Development Agency
NSDC	National Skill Development Corporation
NSFE	Non-Standard Forms of Employment
NSQF	National Skills Qualification Framework
NSS	National Sample Survey
OAEs	Own Account Enterprises
ODA	Overseas Development Assistance
OSH	Occupational Safety and Health
PACs	Project Advisory Committees
PLFS	Periodic Labour Force Survey
PMAY	Pradhan Mantri Awas Yojana
PMGSY	Pradhan Mantri Gram Sadak Yojana
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PPP	Purchasing Power Parity
QPs	Qualification Packs
RBI	Reserve Bank of India

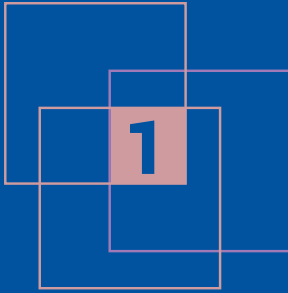
2. DAY – erstwhile National Rural Livelihood Mission,

RBTC	Regular Budget Technical Cooperation
RPL	Recognition of Prior Learning
RSETI	Rural Self Employment Training Institute
SCORE	Sustaining Competitive and Responsible Enterprises
SDGs	Sustainable Development Goals
SERP	Society for Elimination of Rural Poverty
SIYB	Start and Improve Your Business
SMEs	Small and Medium Enterprises
SSDM	State Skill Development Mission
TB	Tuberculosis
DC	Development Cooperation
TVET	Technical and Vocational Education and Training
UFW	Unacceptable Forms of Work
UNSDF	United Nations Sustainable Development Framework
UTs	Union Territories
VCD	Value Chain Development
VVGNI	VV Giri National Labour Institute
WHO	World Health Organization
WIF	Work in Freedom
WPR	Workforce Participation Ratio



GUIDE TO INDIA-SPECIFIC NAMES AND TERMS

Antyodaya	Uplifting of the weakest section of the society
Arthik	Economic
Deendayal Upadhyay	Late political leader and co-founder of the political party Bharatiya Jana Sangh
Grameen	Rural
Kaushal	Skill
Mahamandal	Corporation
Mahilla	Women
Vikas	Development
Scheduled Castes (SCs) and Scheduled Tribes (STs)	Officially designated groups of historically disadvantaged people in India. The terms are recognized in the Constitution of India and the groups are designated in one or other of the categories. Article 366 (25) in Constitution of India defines scheduled tribes as “such tribes or tribal communities or parts of or groups within such tribes or tribal communities as are deemed under Article 342 to be Scheduled Tribes for the purposes of this constitution. The criterion followed for specification of a community, as scheduled tribes are indications of primitive traits, distinctive culture, geographical isolation, shyness of contact with the community at large, and backwardness. This criterion is not spelt out in the Constitution but has become well established.” “Scheduled Castes” means such castes, races or tribes or parts of or groups within such castes, races, or tribes as are deemed under Article 341 to be Scheduled Castes for the purposes of the Constitution of India.
Yojana	Scheme



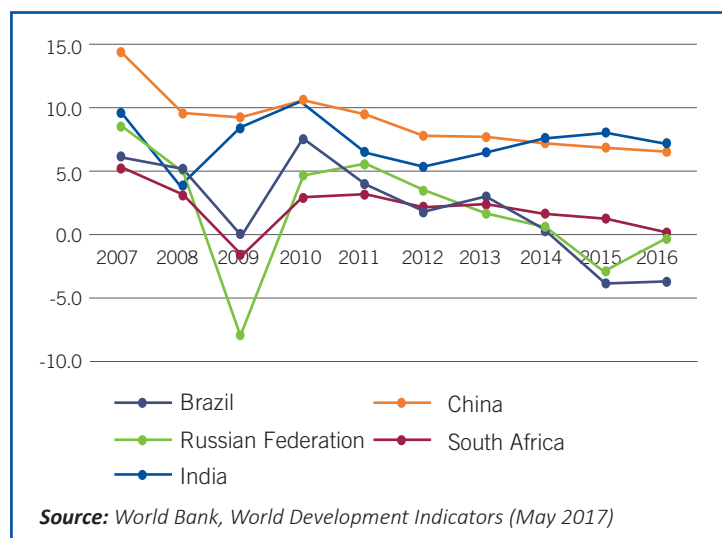
INDIA IN CONTEXT: TOWARDS A MORE DECENT FUTURE OF WORK

1.1 INTRODUCTION

The ILO celebrates its centenary in 2019 and India, as a Founding Member of the ILO, takes special pride in being part of this long journey. In 1922, India became a permanent member of the ILO Governing Body. This Decent Work Country Programme (2018-22) carries a lot of significance as it provides an opportunity to reaffirm the relevance of social justice and decent work in the country.

India has witnessed rapid economic growth in the last two decades and has emerged as one of the fastest-growing middle-income countries in recent years. From the beginning of the first Decent Work Country Programme in 2007 to 2016, India's economy more than doubled,

FIGURE 1.1: GDP Growth rate (%) in the BRICS (Brazil, Russian Federation, India, China and South Africa)



growing by 112 per cent.³ 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.⁴ Over the past decade, India has achieved impressive rates of economic growth, surpassing other large middle-income countries, including other BRICS countries⁵. Significant improvements have been made in strengthening the macro-economic fundamentals of the Indian economy. The inflation rate that is— the annual percentage change Consumer Price Index (CPI) has been brought down to under 5 per cent in 2016, while the fiscal deficit has been reduced to 3.5 per cent in 2016-17.

3. World Bank, World Development Indicators (May 2017)

4. IMF World Economic Outlook October 2017, <https://www.imf.org/external/pubs/ft/weo/2017/02/weodata/index.aspx>

5. Based on the Economic Survey 2017-18, there are signs that the recent GDP growth decline reversed course. In the second quarter of 2017-18, it was 6.5% and in the third quarter it was 6.7%.

Key indicators – India's economy and labour market in a snapshot

Macroeconomic	2007-11 (av.)	2012-16 (av.)	2016
GDP growth rate (%)	7.8	6.9	7.1
GDP per capita, PPP (const. 2011 international \$)	4,115.20	5,427.60	6,092.60
Inflation (%)	9.3	7.3	4.9
Labour market	2004-05	2009-10	2011-12
Labour force participation rate (%)	63.7	57.1	55.9
Male	84.0	80.6	79.8
Female	42.7	32.6	31.2
Unemployment rate (%)	2.3	2.0	2.1
Male	2.1	1.9	2.1
Female	2.6	2.3	2.3
Share of employment in manufacturing (%)	11.6	11.0	12.5
Male	12.0	11.1	12.2
Female	11.0	10.8	13.2
Share of regular wage and salaried workers (%)	14.4	15.7	17.9
Male	17.3	17.8	19.9
Female	8.4	10.2	12.8
Working poverty rate (%)			
<US\$1.90 per day	35.3	28.4	17.9
>=US\$1.90 & <US\$3.10 per day	36.5	37.5	35.0

Source: Macroeconomic - World Development Indicators databank; NSS 61st, 66th and 68th rounds, Employment and Unemployment Surveys, and Labour Bureau's 2015-16 annual employment-unemployment survey; ILO: Key Indicators of the Labour Market, 9th Edition (Geneva, 2015).

1.2 COUNTRY CONTEXT

The Indian labour market reflects historical features of the economy as well as new trends. In line with the strong growth in productivity in the 2000s, wages of regular workers grew by 4.2 per cent per annum from 2004-05 to 2011-12, while it grew by 6.8 per cent for casual workers⁶. Reflecting longer-term structural changes, 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 line⁷ fell from 45 per cent to 22 per cent, and close to 133 million people were lifted out of poverty. India has developed public employment programmes, including the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), as well as more recent initiatives for financial inclusion, skill development, social security, environment and other issues.

India is a large, complex and diverse country with 29 States and seven Union Territories (UTs). In order to have an impact on the labour market, more nuanced strategies are required in consultation with tripartite partners, reflecting differences across the States and UTs. Over the last few years, 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

6. Real agricultural wage growth averaged 9.5 % between 2010 and 2014. It slipped to a 4.8% average between 2015 and 2018 (Source: Labour Bureau)

7. National official poverty line based on new consumption estimates produced for 2009-10 and 2011-12 by the National Sample Survey Organization

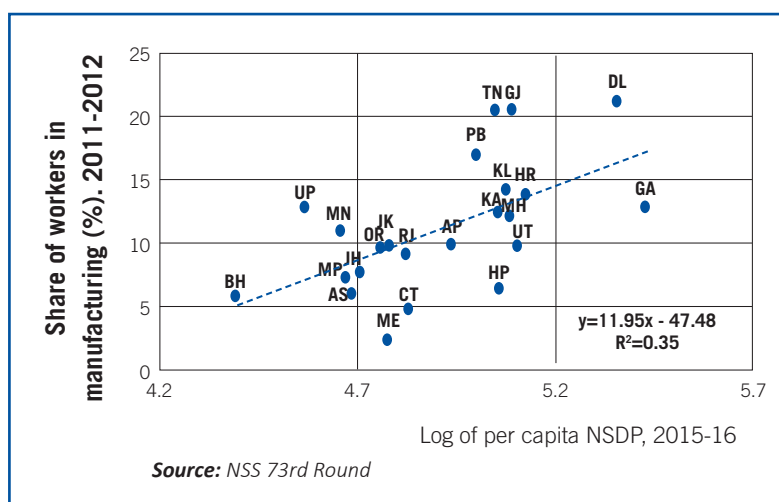


programmes. Given the rate at which demographic structures are changing, the largest additions to the population of the young will come from selected regions of India. Developing States of India, which cover a lot of the aspirational 115 districts⁸, have greater decent work challenges. These States have more vulnerable workers, including those from specific sections (such as scheduled tribes). Wages are, unsurprisingly, lower in developing States, though the relationship is not as strong as expected and workers are less likely to be in

regular employment or working in the manufacturing sector in these States (See: State-wise break-up in annexure 1).⁹

Further, 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 in the age group 15-24 has seen further decline 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 households¹⁰. Despite these developments, young women remain particularly vulnerable in India's labour market, with the share of young women not in employment, education or training (NEET) reaching 49.3 per cent in 2012 compared to only 8 per cent for young men¹¹. There are 3.9 million domestic workers in India (rural and urban areas), of which 2.3 million are women¹². While women workers are paid a lower wage rate than their men



counterparts in each employment category and location, on average, differences are narrower in urban areas. In 2011–2012, the gender wage gap oscillated between 22 and 39 per cent

8. as identified by NITI Aayog, GoI

9. Manufacturing growth as measured by Index of Industrial Production (IIP) has declined slightly in the last four years compared to preceding five years. As per the new GDP series, the share of manufacturing sector in GDP

10. Dasgupta and Verick, 2016, Transformation of Women at Work in Asia: An Unfinished Development Agenda

11. ILOSTAT, 2018

12. NSSO 68th Round of Employment and Unemployment Survey (2011-12),

across different categories by location and type of employment and was lowest among regular urban employees (22 per cent)¹³.

1.2.1 What will the future of work be?

In the coming years, India will continue to be one of the fastest-growing economies in the world; forecasts¹⁴ suggest that growth rates will be approximately 8 per cent. However, the Indian economy still needs to grow faster and sustain rates at above 8 per cent if enhanced progress is to be made towards the goal of a prosperous and inclusive economy. The nexus between growth and prosperity rests on the ability of India, over the coming years, to create more and better jobs, especially in developing states and in matching the aspirations of the young people entering the labour market. The labour force will grow at around 9 million per year (that is approximately 90 million over the next 10 years)¹⁵. However, the growth rate will see a decline due to a slowing population growth rate. This trend may be countered if women join the labour force in greater numbers. Female labour force participation is projected to increase slowly with a persistent, sizeable gender gap, unless policy interventions impact this trajectory.

1.2.2 How will the Indian labour market evolve over the next five years (2018-2022)?

The process of structural transformation will continue — workers leaving agriculture and taking up jobs in growing sectors in urban areas around the country. There has been a steady growth in the number of persons enrolled in educational institutions in India from the 2000s onwards, especially among women and in rural areas. Along with the growing demand for education, workers who join the labour force, especially from rural India, will also have higher expectations from their jobs to counter the opportunity cost of shifting to non-agricultural occupations.

The organized sector will absorb more workers, but the majority of these workers are unlikely to have access to employment or social security benefits. Thus formal workers will continue to represent a minor share of total employed persons, while self-employed persons will still account for a large proportion of all workers. Ongoing urbanization, pervasive low wages concentrated mainly among casual and rural workers, and persistent wage disparities, rural-urban migration, as well as out-country migration, will continue to act as important pull factors.

A realistic approach to the technological impact on employment over the coming five years is required. The approach should acknowledge technological progress in new sectors as well as the impact on traditional segments of the economy, including agriculture which employs 47 per cent of the total workforce in India and sees a declining share in the country's GDP at 17 – 18 percent. It is important to recognize the implications

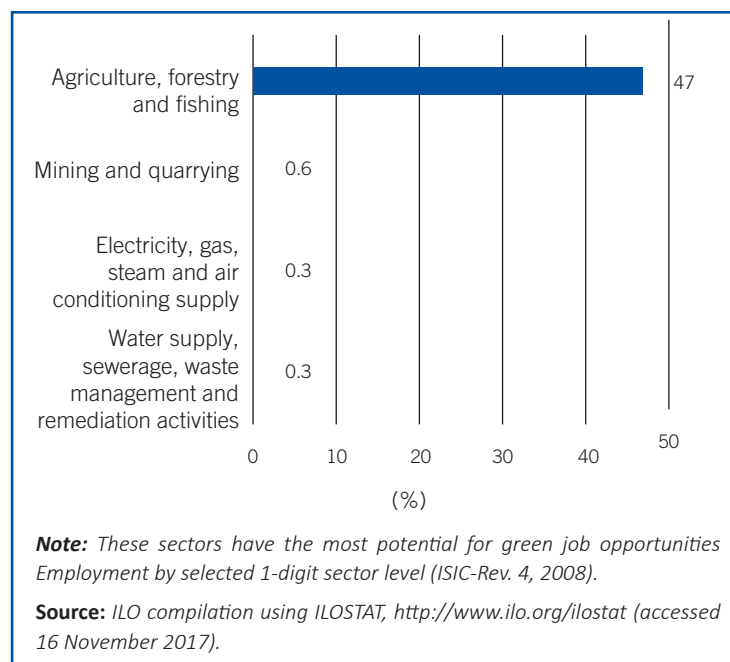


13. India Wage Report 2018, ILO

14. IMF and Economic Survey 2017-18

15. ILOSTAT and India Labour Market update, July 2017

FIGURE 1.3: Employment in sectors with strong green jobs potential 2012



of skill-based technological changes for the future of work. Smaller enterprises too need better access to technology that can boost their productivity and competitiveness while also improving working conditions such as improving occupational safety and health standards at workplaces. It is critical to focus on the broader set of factors that drive growth and job creation of which technology is just one dimension.

In recent years, extreme weather events are costing India US\$9-10 billion¹⁶ annually and climate change is projected to impact agricultural productivity with increasing severity from 2020 to the end of the century. The country could witness the creation of more than 3 million jobs if it adopts sustainable practices for a green economy¹⁷. Sustainability and resilience

to tackle climate change and recurring natural disasters has been a priority for India. The country has also been at the forefront in highlighting this within its labour market dimensions. India is a signatory to multiple international agreements, including the Paris Agreement¹⁸, the Sendai Framework for Disaster Risk Reduction¹⁹, and the Quito Declaration on Sustainable Cities and Human Settlements for All²⁰. The National Action Plan on Climate Change (NAPCC) of 2008 outlines measures on climate change related to adaptation and mitigation. National Strategy on Resource Efficiency (RE) provides an enabling policy framework on how to mainstream RE across sectors through all stages of lifecycle so as to transition to a circular economy. This also helps map of opportunities for job creation and enterprise development. As India focuses more on relying on its renewable energy, there is a potential for greater green job opportunities in the future. For instance, the domestic solar and wind energy sectors are likely to employ over 300,000 workers by 2022.²¹

India is also at a critical juncture in its development trajectory with the largest youth population in the world²², and overlapping shades of industrialization and a large informal economy. New drivers to the economy, such as rapid technological progress, climate change, globalization, migration are also emerging. These observations indicate that the future of work in India is likely to be influenced by the existing nature of the economy, the labour market and these current trends.

16. Parliamentary Standing Committee on Agriculture

17. World Employment and Social Outlook (WESO), 2018

18. <https://unfccc.int/news/finale-cop21>

19. <https://www.unisdr.org/we/coordinate/sendai-framework>

20. <https://unhabitat.org/unac-la-quito-declaration/>

21. World Employment and Social Outlook 2018: Greening with jobs

22. United Nations Population Fund's (UNFPA): State of the World's Population report 2014

1.2.3 Selected critical priorities in the world of work

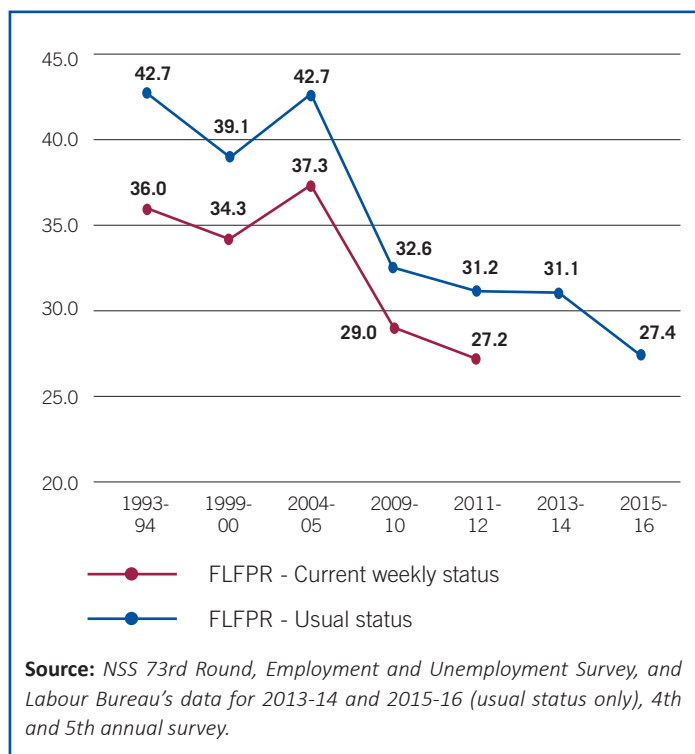
In this context, three key aspects have been highlighted by the ILO constituents as critical priorities: 1) unexpected decline and low level of female labour force participation; 2) persistence of informality, also driven by new forms of employment in the formal sector; and 3) the slow rate and regional imbalance in job creation considering uncertain pace of structural transformation, as reflected by the smaller role for manufacturing in comparison to other successfully-industrializing economies²³.

Persistent informality in the Indian labour market

One of the biggest puzzles to emerge during the 2000s in India was the fall in female labour force participation. This was most pronounced in rural areas due to the withdrawal of women from agriculture. India's low rate of female labour force participation, less than 30 per cent, is a result of a complex set of demand and supply-side factors, which includes social norms and lack of appropriate job opportunities in local areas. This is a cause for concern. The long-term challenge is to increase opportunities for women in the workforce and help them access jobs that are both decent and productive.

Behind the apparent persistence of informality in the Indian labour market are two underlying, but diverging, trends. First, 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 2011-12²⁴. Own account enterprises (OAEs) account for 62 per cent of the workforce in the unincorporated non-agricultural sector

FIGURE 1.4



23. The current weekly activity status of a person is the activity status obtaining for a person during a reference period of 7 days preceding the date of survey. According to the usual status, workers are those who perform some work activity either in the principal status or in the subsidiary status. Thus, a person who is not a worker in the usual principal status is considered as worker according to the usual status, if the person pursues some subsidiary economic activity for 30 days or more during 365 days preceding the date of survey.

24. NSS 67th round, Unincorporated Non-Agricultural Enterprises (Excluding Construction), 2015-16; Ministry of Statistics and Programme Implementation

FIGURE 1.5

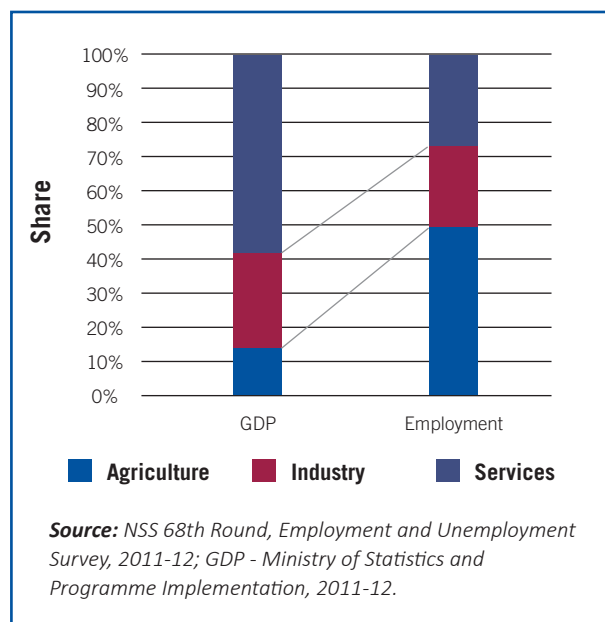
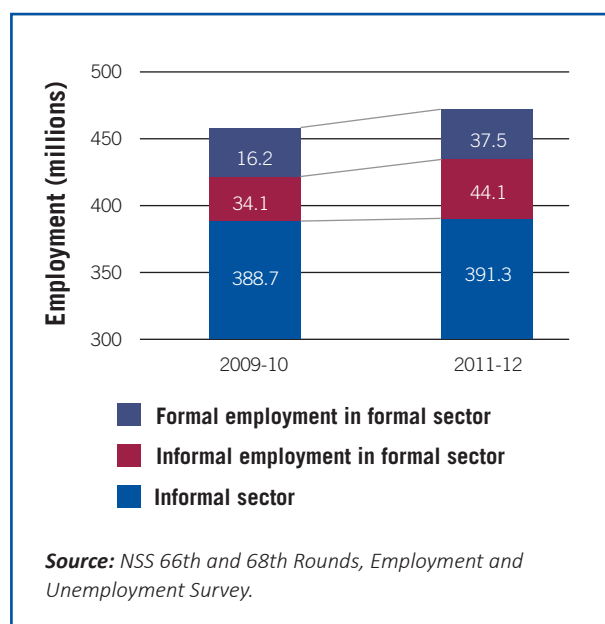


FIGURE 1.5

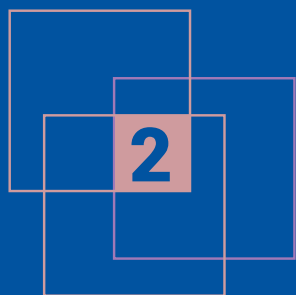


(excluding construction) in the country. Nearly one-fifth of the enterprises are proprietary headed by a female. Second, the share of informal workers in the organized sector (that is workers without access to social security in larger enterprises) increased significantly through greater utilization 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.

Sectoral pattern of growth in India

Linked to these employment issues is the sectoral pattern of employment growth in India. There has been widespread academic and policy discourse on the challenges faced by India's manufacturing sector —which is seen as the driver of economic growth and job creation. The share of manufacturing in total employment has stood around just 12 per cent in India, while it has accounted for a slightly higher share of GDP. The expectation that this sector can absorb more workers is challenged by the increasing capital and skill-intensity of manufacturing, also impacted by technological changes.

In conjunction, there are key challenges that persist and hence continue to be major priorities for the constituents as reflected in this DWCP period (2018-22). Some of these challenges are —the tripartite mechanism in the context of changing world of work, creation of better quality jobs, increased employment for youth, especially for women; skilling, re-skilling and up-skilling of workers in line with the current and future demands of the economy; establishment of innovative and sustainable enterprises for creation of jobs; rapid transition from informal to formal employment and green economy; greater access to social protection and its universal coverage; reduced inequalities and safe workplaces; and lastly elimination of stubborn pockets of unacceptable forms of work, such as bonded labour and child labour.



DECENT WORK COUNTRY PROGRAMME (2018-22): CONSULTATION PROCESS AND BUILDING BLOCKS

The DWCP (2018-22) articulates the 5 year programme strategy of ILO constituents to promote Decent Work in India. The programme strategy has been prepared by constituents through a consultative process and takes into consideration the findings of the Country Diagnostic Study (ILO 2017), the United Nations Sustainable Development Framework (UNSDF) 2018-2022, recommendations from the Country Programme Review (CPR) of the DWCP (2013-17) and the evaluation of United Nations Development Assistance Framework (UNDAF 2013-17). Each outcome (that is result area) in the DWCP demonstrates how ILO constituents, along with other relevant partners, will contribute to specific developmental changes in the world of work.

The National Development Agenda²⁵ and the 2030 Agenda for Sustainable Development, with the core programming principle to *leave no one behind*, are central to the DWCP (2018-22). It is widely agreed that India will play a leading role in determining the relative success or failure of the Sustainable Development Goals (SDGs). India's first Voluntary National Review Report²⁶ makes mention of actions taken to localize the SDGs in states. The Three-year Action Agenda (2017-2020) and the Transformation of Aspirational Districts programme²⁷, focuses on strengthening India's rural economy and aims at doubling income by 2022. It also focuses on enhancing job creation by the industries and services sector by adopting sector-specific action plans and labour market governance and outlines the sectors critical for inclusive growth in the country, namely, financial inclusion, skill development, education, environmental sustainability, health and nutrition.

2.1 CONSULTATION PROCESS

The preparation of the DWCP was informed by continuous strategic discussions with the ILO tripartite constituents, which are the Ministry of Labour and Employment (MoLE), Government of India, the most-representative central trade unions and employer organizations, along with other key stakeholders necessary to be involved in the delivery of the DWCP at national and state levels. The preparation involved three tripartite consultations, held to jointly identify major priorities and outcomes. Besides these, the DWCP benefitted immensely from consultations during the preparation of the UNSDF (2018-22), state and national level consultations on SDGs, as well as tripartite discussions on the Future of Work (FoW) and other world of work areas.

25 Comprises of a 15-year long-term vision (2017-18 to 2031-32), 7-year mid-term strategy (2017-18 to 2023-24) and 3-year short-term action plan (2017-18 to 2019-20)

26 This was presented to the High Level Political Forum on Sustainable Development in July 2017. Source: <https://sustainabledevelopment.un.org/content/documents/15836India.pdf>, last accessed on 25 August 2017

27 <http://niti.gov.in/content/about-aspirational-districts-programme#>

2.2 OTHER BUILDING BLOCKS OF THE DWCP 2018-22

2.2.1 Lessons learned from the previous DWCP (2013-17): Country Programme Review (CPR)

The learnings and results from the second DWCP (2013-17) for India, which consisted of four country priorities, stated below, provides the basis for the formulation of the third DWCP (2018-22) for India:

Country priorities (CPs) of DWCP India (2013-17)

CP 1: International Labour Standards (ILS) & Fundamental Principles and Rights at Work (FPRW) promoted
CP 2: Policies for job-rich and inclusive growth promoted, especially for women, youth and disadvantaged groups
CP 3: National social protection floor built and workplace compliance strengthened
CP 4: Labour administration, tripartism and social dialogue at national and state levels enhanced

A detailed analysis of the previous DWCP not only revealed the positive progress across a number of dimensions, but also exposed certain gaps, which remain key priority areas for constituents. The Country Programme Review (CPR 2017) noted the following key results achieved by ILO during 2013-17:

- Amendment to the national legislation on child labour which facilitated India to ratify the core ILO Conventions on child labour, C138 (Minimum Age Convention, 1973) and C182 (Worst Forms of Child Labour Convention, 1999);
- Support on the implementation of the National Skill Development and Entrepreneurship Policy and skills and entrepreneurship development strategies in Mizoram, Assam and Odisha (such as RPL, apprenticeship and skill anticipation studies at the state level);
- Rollout of the maintenance policies under PMGSY in 21 States and technical support to introduce a new cadre – Barefoot Technicians (BFTs) – under the Mahatma Gandhi National Rural Employee Guarantee Scheme (MGNREGS);
- Promotion of responsible supply chain through promotion of better management practices to enhance productivity and working conditions in Small and Medium Enterprises (SMEs) under special MoMSME pilot Lean-Plus Make in India (MII) scheme;



- Development of a draft national Occupational Safety and Health (OSH) profile;
- Assessment of India's labour statistics systems;
- Support the development of a National Policy on Domestic Work, a National Recruitment Agencies Regulation Bill, and a Jharkhand Placement Agency and Domestic Work Regulation Bill; supported the development of a migration Policy of the Government of Kerala;

- Policy inputs in labour law reform and support to the tripartite constituents in the ongoing discussions on social security reform and wage code in India.
- South-south cooperation for knowledge building such as between India and Nepal and India and South Africa on rural roads maintenance.
- Formalization strategies in BRICS countries.

The gaps identified by the CPR provides an opportunity to further enhance the relevance, effectiveness, efficiency and impact of this DWCP. It proposed the following:

Country Programme Review (CPR) recommendations:

- Position the DWCP as the primary framework of cooperation by disseminating through multiple platforms and forming a tripartite DWCP review group.
- Retain the priorities and outcomes where continued work is required.
- Bring greater thematic and geographic focus strategic approach to extend support to States, prioritizing States based on a set of indicators along with taking into account past work.
- Provide a clear set of offerings to constituents on priority issues to increase clarity about what the ILO can offer on a given issue.
- Reposition the collaboration approach with constituents and develop a spirit of partnership.
- Continue efforts to work out new resource-sharing and funding modalities.
- Ensure DC projects are more aligned to the ILO's mandate and the priorities of the DWCP.
- Further strengthen the communication and visibility strategy.

2.2.2 Bali Declaration and strategic plan of the ILO

The ILO also draws its country programme strategy from the Bali Declaration²⁸, which was adopted by 37 countries in the Asia-Pacific and Arab States region in 2016 and articulates the regional world of work priorities and the ILO's vision for realizing Decent Work from 2016 to 2021. The Declaration calls for understanding and incorporating fundamental principles and rights at work (FPRW), developing policies for decent jobs, promoting sustainable enterprises, entrepreneurship and skills development, elimination of non-standard forms of employment (NSFE), transition of workers from the informal to the formal economy, accelerating



28. https://www.ilo.org/global/meetings-and-events/regional-meetings/asia/aprm-16/reports/WCMS_537445/lang-en/index.htm

elimination of child and forced labour, closing gender gaps in the workplace, enhancing labour migration policies, extending social protection to all workers, strengthening social dialogue and tripartism, and strengthening labour market institutions.

The DWCP is also aligned to the strategic plan (2018-21) of the ILO, which is a high-level, visionary document and presents a strategic vision at a global level based on medium-term priorities as identified by ILO tripartite constituents.

2.2.3 Future of Work Initiative

The world of work is experiencing rapid changes due to globalization, technological advances and climate change. To better understand these changes and in order to respond effectively to upcoming challenges, the ILO launched the Future of Work initiative in 2015. As part of the initiative, national dialogues have been held in over 100 countries, including India, to elaborate, understand and develop approaches to meet the future challenges in the labour market. The DWCP priorities and outcomes hence echo the perspectives, aspirations and voices of constituents, youth, women and vulnerable groups, among others, captured during a series of dialogues, including through a youth campaign organized in India in 2016-17.

2.2.4 The United Nations Sustainable Development Framework for India (2018-22)²⁹

The UNSDF outlines the UN System's joint framework of cooperation, results and strategies to contribute to the achievement of national priorities of India by focusing on achieving the following seven major priorities and outcomes:

Priority	Outcome
I. Poverty and urbanization	By 2022, institutions are strengthened to progressively deliver universal access to basic services, employment, and sustainable livelihoods in poor and excluded rural and urban areas
II. Health, water and sanitation	By 2022, there is improved and more equitable access to, and utilization of, quality, affordable health, water, and sanitation services
III. Education and employability	By 2022, more children, young people, and adults, especially those from vulnerable groups, enjoy access to quality learning for all levels of education
IV. Nutrition and food security	By 2022, all children enjoy essential nutrition services and rural smallholders and other vulnerable groups have improved livelihoods and greater access to a nutritionally adequate food basket
V. Climate change, clean energy and disaster resilience	By 2022, Environmental and natural resource management (NRM) is strengthened and communities have increased access to clean energy and are more resilient to climate change and disaster risks
VI. Skilling, entrepreneurship, and job creation	By 2022, People vulnerable to social, economic and environmental exclusion, have increased opportunities for productive employment through decent jobs and entrepreneurship
VII. Gender equality and youth development	By 2022, women, children, and young people have improved access to equal opportunities and an enabling environment, to advance their social, economic and political rights

29. UNSDF 2018-22 is due for signing with GOI

The ILO's country programme for 2018-22 is closely aligned to UNSDF. It will contribute towards achieving its priorities and outcomes as part of one UN integrated programming framework. The framework will be operationalized by outcome-based joint work plans. This DWCP will also specifically support UNSDF outcomes 1, 3 and 7. It will be a critical input for outcome 6 —the ILO is responsible for the coordination of the implementation of outcome 6 in partnership with other UN entities.

Central to UNSDF are four integrated programming principles: 1) Leave no one behind – Reach the furthest behind first; 2) Human rights, Gender equality and Empowerment of women; 3) Sustainability and resilience; and 4) Accountability. These principles, resonate with ILO's cross-cutting policy drivers — International Labour Standards (ILS); gender equality and non-discrimination, social dialogue and tripartism, and just transition to environmental sustainability — and therefore will be integral to this DWCP (2018-22).

The DWCP complements UNSDF work with the government and aims at strengthening their normative work to achieve equity and inclusion, with a focus on analysis, indicator development, improved implementation and support on following up the periodic reviews, including the Universal Periodic Review (UPR). The ILO will leverage its relationship with other UN agencies and relevant non-State actors to promote inclusion of international labour standards in national sustainable development strategies.

THE PRIORITIES AND OUTCOMES OF THE INDIA DECENT WORK COUNTRY PROGRAMME (2018-22)

3.1 COMPARATIVE ADVANTAGE OF THE ILO

The ILO is the only tripartite agency of the UN. This means that it brings together three parties with equal standing —governments, employers and workers—in each of its 187 members States to set labour standards, develop policies and devise programmes to promote decent work for all women and men. Since 1919, the ILO has built a strong and productive partnership with its tripartite constituents. It has established its technical authority on world of work issues through strategic collaboration with diverse sets of local actors, such as policy-makers, academia, multilateral and bilateral agencies, other UN agencies, the private sector, media, civil society organizations and others. As a founding member of the ILO and as a permanent member of the ILO governing body since 1922, India has contributed to shaping ILO's policies and promoting its mandate.

India acknowledges ILO's contribution to enhancing its legal frameworks and policies in the world of work. ILO's normative role brings added value to India's journey towards the realization of the 2030 Agenda, in particularly addressing Sustainable Development Goal (SDG) 8— *"Promote inclusive and sustainable economic growth, employment and decent work for all"*.

The ILO leads and participates in a number of issue-based multi-stakeholder alliances and partnerships relating to the SDGs, including Alliance 8.7 which focuses on eradicating forced



labour, child labour and other unacceptable forms of work; the Global Initiative on Decent Jobs for Youth; the Global Partnership for Universal Social Protection; the Global Deal on Decent Work and Inclusive Growth; the Health Employment and Economic Growth initiative and the new Equal Pay Coalition. ILO shares global best practices and

offers a vast range of specialized technical expertise, high-level research and capacity building experience in policy areas related to the world of work. The ILO has an active development cooperation between governments and private industries from the BRICS nations (Brazil, Russia, India, China and South Africa). Under a Memorandum of Understanding (MoU) signed between V.V. Giri National Labour Institute and ILO's International Training Center (ITC-ILO, Turin), the ILO has collaborated in research and training programmes pertaining to labour issues and has supported exchange of faculty members for capacity building. The ILO actively supports the G20 in its role as the premier forum for international economic cooperation and has worked closely with India towards contributing data, analysis and policy recommendations and economic and social issues in order to strengthen the global economy. As one of the agencies managing the Partnership for Action on Green Economy (PAGE), of which India has recently become a member, the ILO is also uniquely positioned to support the country on its journey towards a just transition to environmental sustainability.

India hosts the ILO's Decent Work Technical Support Team for South Asia (DWT).³⁰ In a world of work witnessing rapid changes, the ILO's relevance will become more intense as it enters the second century of its history in India.



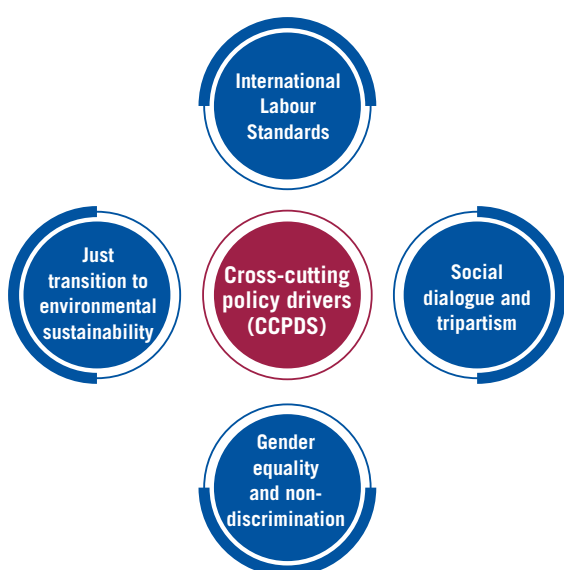
3.2 OVERVIEW OF COUNTRY PROGRAMME PRIORITIES AND OUTCOMES

“Creating a more decent future of work through better quality of jobs, transition to formal employment and environment sustainability” is the overarching development objective of DWCP (2018-22) with the ultimate goal to support India's march towards *Leave no one behind and Reach the furthest behind first* as articulated in the 2030 Agenda.

ILO constituents have jointly identified the following 3 priorities and 9 outcomes in DWCP (2018-22) to achieve the stated development objective. The outcome strategies particularly target youth, women, informal economy workers, socio-economically vulnerable and disadvantaged groups, especially those belonging to Scheduled castes and Scheduled tribes, manual scavengers, migrants, people with disabilities, the lesbian, gay, bisexual, transgender, queer or questioning, and intersex (LGBTQI) community and persons living with HIV and AIDS.

30. The Decent Work Technical Support Team for South Asia (DWT) based in New Delhi, consists of a team of international specialists who provide technical support to seven countries in the sub-region; Afghanistan, Bangladesh, India, Maldives, Nepal, Pakistan and, Sri Lanka. The primary function of the specialists in the DWT is to provide technical and advisory services to the tripartite constituents and other stakeholders within the ILO's core mandate.

Priority	Outcomes
1. Promote, adopt and implement international labour standards for protection of workers from unacceptable forms of work	1.1 By 2022, all fundamental ILO Conventions and other selected International Labour Standards have been ratified and implemented 1.2 By 2022, regulatory and policy frameworks developed or revised and implemented for protection of workers from unacceptable forms of work
2. Create sustainable, inclusive and decent employment for women and the youth, especially vulnerable to socio-economic and environmental exclusion and in informal economy	2.1 By 2022, national and state government have adopted job-rich growth strategies guided by labour market information (LMI), relevant ILS, and future of work drivers (FoW)³¹ 2.2 By 2022, states have adopted multi-pronged skill development strategies and have improved quality and coverage skill and employment services 2.3 By 2022, states have institutionalized measures that promote sustainable enterprises and transition to formalization 2.4 By 2022, states have adopted policies and institutional mechanisms for safe and informed labour migration
3. Tripartite mechanisms work better for protecting rights of workers through promoting labour administration, occupational safety and health (OSH) and social protection	3.1 By 2022, effective social dialogue and labour administration systems operational to support improved industrial relations 3.2 By 2022, women and men workers and enterprises benefit from safe and healthy workplaces 3.3 By 2022, national and state social protection systems are better managed with expanded coverage and increased access



As described in the 2016 Resolution on *Advancing Social Justice through Decent Work*, social dialogue and tripartism, gender equality and non-discrimination are three components that are crosscutting policy drivers (CCPDs) for the ILO. These drivers will guide ILO's work in India. The fourth CCPD for ILO is to enable a just transition to environmental sustainability. This is policy driver is critical as today climate change and environment-related challenges are persistent and pose significant risks in the world of work. This is also a focus of the 2030 Agenda. Through the DWCP priorities and outcomes, the ILO will endeavour to mainstream and strengthen these principles in national development processes. It will periodically measure and review the progress made during the course of the DWCP implementation.

31. Mega drivers of change: technology, demography, climate change and globalization, ILO Global Commission on the Future of Work

The ILO's overall strategy to achieve the development objective of "a more decent future of work" will comprise of mutually-reinforcing programming pillars. This is indicated below:

1. **Evidence-based research** and improved data for informed policy making;
2. **Technical support** in developing or revising policies and regulatory frameworks, including strengthening of inter-ministerial coordination mechanisms and tripartism;
3. Demonstrable innovative models for upscaling and replication;
4. **Capacity building** of employers' and workers' organizations to strengthen social dialogue processes and influence policy agendas at different levels, implement and coordinate national and state-related SDG initiatives, increase their membership base, and organizational strength by provision of new needs-based services to their members;
5. **Strengthen partnerships** and collaboration with UN agencies, bilateral and multilateral agencies, private sector, academia, think-tanks, CSOs and others: to leverage resources and knowledge, facilitate convergence and integration for sustainable impact, effective outreach and scalability and innovative solutions.
6. **Thematic foci:** Under the priorities set force above, the following thematic areas will be given due consideration in programme development: (1) promoting employment opportunities for women in the rural areas; (2) promoting employment opportunities for youths; (3) protecting workers in internal and international migration; (4) promoting employment opportunities prevailing in environmental protection and climate change and (5) formalization of informal employment.
7. **Geographical considerations in developing programme activities at the state and lower levels:** With the uneven levels of development made and the different characteristics of economic activities among the regions, the socio-economic lagging of selected geographic areas should be given consideration. This includes the policy and programme development support in the areas designated as developing states and aspirational districts by the Government. The areas affected by natural disasters will be given the special attention. Good models of programme activities will be promoted in leading states/districts, with expectation for further replication in other parts of the country.

3.3 DESCRIPTION OF PRIORITIES AND OUTCOMES OF DWCP (2018-22)

3.3.1 Promote, adopt and implement International Labour Standards for protection of workers from unacceptable forms of work³²

Rationale

At the core of the ILO's mission to promote social justice and internationally recognized human and labour rights, are its standards on fundamental principles and rights at work (FPRW)³³. As the ILO approaches its centenary against the backdrop of significant changes occurring in the world of work, there is a need for reflection on the progress on FPRW. New challenges are

32. Work situations that deny fundamental principles and rights at work or that put at risk the lives, health, freedom, human dignity or security of workers or subject households to conditions of poverty are unacceptable.

33. FPRW are detailed in eight Conventions covering four areas of concern: the rights to freedom of association and collective bargaining; the effective abolition of all forms of forced or compulsory labour; the elimination of child labour and the elimination of discrimination in respect of employment and occupation. These principles are also embodied in the 1998 Declaration on Fundamental Principles and Rights at Work, which has become one of the most widely referenced instruments of the ILO, and the principles provide an essential foundation for the ILO's vision of decent work for all.



emerging in labour market governance, the nature of the employment relationship, and the very future of work.

India's contributions in setting International Labour Standards (ILS) at the global level are well-recognized. At the same time, in the 100 years of its existence, the principles of ILO Conventions have guided the frameworks for national policies and development initiatives in India. The country has undertaken several targeted interventions in respect of a number of categories of workers who are considered at high risk of discrimination and exploitation, such as children, bonded labourers, migrant

workers, domestic workers, home-based workers, manual scavengers³⁴, persons living with HIV (PLHIV), LGBTQI, persons with disabilities, and other marginalized groups.

In June 2017, India ratified two fundamental ILO Conventions on Child Labour- C138 (Minimum Age Convention, 1973) and C182 (Worst Forms of Child Labour Convention, 1999). India's commitment to a child labour free society means that almost all children in the world are now covered by C182 while coverage of C138 jumps from 60 per cent of the world's children to 80 per cent.

Recognizing the need to strengthen efforts to address gender-based violence and to facilitate women's participation in the labour force, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act in 2013. The Indian parliament enacted the Rights of Persons with Disabilities (RPWD) Act 2016 in keeping with its commitment to the UN Convention on the Rights of Persons with Disabilities (CRPD).

This legislation stands to impact the lives of millions of people with disability. However, it will require substantial uptake by employers for them to implement provisions on the ground.

India has witnessed rapid economic growth. However, a proportion of the population, in particular, women, children, transgender people and indigenous and tribal people, still fall into employment conditions that are characterized as unacceptable forms of work. Unacceptable forms of work are difficult to address because they occur more frequently in high-risk sectors and in the informal economy due to limited penetration



34. "a person engaged or employed, by an individual or local authority or an agency or a contractor, for manually cleaning, carrying, disposing of, or otherwise handling in any manner, human excreta in an insanitary latrine or in an open drain or pit into which the human excreta from the insanitary latrines is disposed of, or on a railway track or in such other spaces or premises, as the Central Government of a State Government may notify, before the excreta fully decomposes in such manner as may be prescribed..."

of regulatory oversight, less organization of workers and data challenges. Further, the invisibility of work in the lower tier of supply chains, such as home-based work, where women are overrepresented, and the growing shift towards non-standard forms of employment (NSFE), puts workers at higher risk.

Gender equality and non-discrimination are cross-cutting issues for this DWCP. Concerted efforts to address these issues will be made under each DWCP priority and outcome. However, in view of the persistence of inequality in both income and access to Decent Work, tackling these merits focused strategies. As such, under

this priority, the ILO will work towards stronger labour market institutions that can respond with appropriate policies and initiatives. Endeavours will continue in the current DWCP to strengthen the technical capacities of constituents and institutions to analyse labour market trends on the lines of gender, ethnicity, caste, and tribal and migrant status, all of which are explicitly covered as grounds of non-discrimination under the constitution of India. Further, technical support will be provided to improve the reach and effectiveness of labour laws and programmes for specific categories of workers such as domestic workers, home-based workers, manual scavengers including sanitary workers, and those who are at particular risk of exploitative practices, such as bonded labour and child labour. This DWCP will continue to focus on gender equality and will engage with workers' and employers' organizations on the issue of equal pay for equal work, attend to addressing sexual violence and harassment in the workplace, maternity protection, improved policies related to work-life balance (including unpaid work and childcare), and work on improving the legal status of women in the informal economy.



Outcome 1.1: By 2022, institutional capacities of constituents strengthened for application of International Labour Standards (ILS), and to protect workers from unacceptable forms of work

1.1.a Rationale and outcome strategy

The constituents in India recognize that unacceptable forms of work are the result of failures in interrelated policy domains. These failures come about when there is denial of fundamental principles and rights at work. Multifaceted problems require multidimensional responses. It is imperative that the constituents, thus, work towards eliminating egregious labour practices and make sustainable changes to the conditions that produce and perpetuate such practices. These conditions include poor education and skills, low productivity, ill health (for example, due to occupational safety and health hazards), absence of voice and representation, workplace discrimination, unduly low wages, and late payment, underpayment or non-payment of wages.

India has ratified a total of 47 ILO Conventions, including six of the eight fundamental Conventions and one Protocol (refer annexure 2 for details). India has established a number of national mechanisms to support implementation of ratified Conventions including a Tripartite Committee on ILO Conventions (CoC), comprising of representatives from the Central and State Governments, employers' organizations and workers organizations. This committee, among



other issues, discusses potential ratifications and implementation of ILO Conventions. This DWCP envisages regular functioning of these mechanisms, follow-up on collective recommendations and resolutions, building consensus on priorities for ratification and review as well as implementation of suggestions emanating from constituents.

Based on consultations during the meetings of the Tripartite Committee on Conventions, the following Conventions and Protocols are under discussion for possible ratification: C87 (Freedom of Association and Protection of the Right to Organise Convention, 1948), C98 (Right to Organise and Collective Bargaining Convention, 1949), C187 (Promotional Framework for Occupational Safety and Health Convention, 2006), C189 (Domestic Workers Convention, 2011), C184 (Safety and Health in Agriculture Convention, 2001), C188 (Work in Fishing Convention, 2007) and P29 (ILO Protocol of 2014 to the Forced Labour Convention, 1930). In addition, the ILO constituents will engage in discussions and designing of a future international standard on “Ending violence and harassment against women and men in the world of work”.

The ILO will provide technical support to the constituents in their efforts towards ratification of the remaining two fundamental Conventions, C87 and C98. Advocacy efforts of social partners towards ratification of other Conventions which are being considered for ratification will continue.

1.1.b While priorities 2 and 3 will be guided by ILS and will contribute towards promotion and application of relevant conventions, this outcome will specifically focus on ratification and application of ILS. To achieve this outcome, the ILO country programme will deliver the following:

- 1.1.1. Constituents prioritized ratification of the fundamental ILO conventions and developed mechanisms for ratification of other relevant International Labour Standards
- 1.1.2. Constituents promoted application of ratified conventions and other relevant standards including monitoring and enforcement of laws and regulations
- 1.1.3. Constituents engaged in preparation, adoption, reporting and review of any new standard(s) including on discrimination and violence against women and men in the world of work.

Outcome 1.2: By 2022, regulatory and policy frameworks developed or revised and implemented for protection of workers from unacceptable forms of work

1.2.a Rationale and outcome strategy

Constituents are committed to strengthening decent work outcomes for the most vulnerable categories of working women and men who face great insecurity and for whom denial of social

justice is most harmful. Certain categories of workers, such as migrant workers and workers in sectors such as agriculture, construction, fisheries, mining, domestic work and in low-skilled manufacturing activities are more exposed than others to unacceptable forms of work. Given the varied dimensions and drivers of unacceptable forms of work, a range of interventions will be required. The current DWCP will build upon the lessons learnt and on the results of the previous DWCP. The focus will be on addressing discrimination and prevention of unacceptable forms of work, including elimination of child labour and bonded labour, reducing vulnerability to forced labour, promoting decent work for migrant workers in selected sectors and occupations, which are domestic workers, home-based workers, garment workers, *mathadi*³⁵ workers, brick kiln workers, manual scavengers and sanitary workers.

During this DWCP period, the constituents will strengthen their existing knowledge on characteristics of unacceptable forms of work in specific selected sectors of the economy, the causal factors and its manifestation in certain occupations or challenged working conditions for informed policy dialogues and interventions at national and state-levels. As such, technical capacity building and multi-stakeholder collaboration to address decent work deficits in selected sectors will be key strategies.

The DWCP will adopt a convergence-based approach, which will include portability of entitlements and benefits across States, access to social protection, decent working and living conditions, socio-economic empowerment, and promoting organization of workers, social dialogue and collective bargaining.

Building on the momentum generated during the previous DWCP, which witnessed amendment of the Child labour Act and ratification of the two ILO Conventions 138 and 182, the constituents and ILO will engage with the central and selected state governments to enhance their capacities in the application of these conventions. Support will be provided to the government to move towards ratification of P 029 (Protocol of 2014 to the Forced Labour Convention, 1930) by increasing their capacity to monitor and assess existing strategies to prevent and address forced labour.

The previous DWCP (2013-17) made efforts to improve understanding of constituents on fundamental rights at work and other rights of migrant workers that increase the social and financial costs of labour migration, life skills development, equality and fair recruitment practices to ensure that potential migrants such as domestic and garment workers who are amongst the most vulnerable migrant groups in the country, are equipped to make informed choices. These efforts will be reinforced under this outcome by adopting multi-stakeholder consultative innovative and integrated strategies.

In view of the complexities of the challenges around unacceptable forms of work due to deep-rooted socio-economic factors, the effectiveness of regulatory and policy frameworks depends significantly upon local institutional capacities, especially in states. As such, constituents and the ILO will work towards improving their implementation capacities and monitoring systems, creating strategies to scale up ongoing interventions and fostering partnerships to develop gender-responsive, context-specific approaches to protect workers in high-risk sectors and the lower tiers of the supply chains from unacceptable forms of work.

35. A Marathi language term to denote a head-loader. In Maharashtra the mathadis are organized under a welfare board, set up in compliance to the Maharashtra Hamal, Mathadi and other unprotected workers (Regulation of Employment and Welfare) Act 1969.[3] There are 34 Mathadi boards in Maharashtra. According to the Act, "Mathadi means a person carrying a load of material either on his head (Matha) or on his back to stack at the appropriate place. These operations include loading unloading stacking, carrying, weighing, measuring or such other works including work preparatory or incidental to such operations."

1.2.b To achieve this outcome, this ILO country programme will deliver the following:

- 1.2.1 Gender responsive policies, regulations or strategies formulated to protect workers in high-risk sectors from unacceptable forms of work at national and state-level.
- 1.2.2 Child Labour prevention and elimination policies and strategies developed and implemented in alignment with C138 and C182.
- 1.2.3 Constituents developed evidence-based national and state-level strategies to advance realization of fundamental rights of workers in the supply chain in specific sectors and occupations

3.3.2 Country 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

Rationale

India is on a high growth trajectory. However, rapid growth has not translated into better outcomes in the labour market, especially for a country with the largest youth population in the world and likely to play a pivotal role in shaping the future of work (FoW). Women have not benefited from the growth on par with men, as can be seen in the very low labour force participation rate. With just 27.4 percent women as compared to 75.5 percent men in 2015-16, the number of women in the workforce remains strikingly low. Low pay remains a problem and average wage rates have increased at a slower pace than average labour productivity (as measured by GDP per worker)³⁶. Living standards are heterogeneous due to significant inter-state and inter-district variations as a result of growth disparity, inadequate employment opportunities, inequity in access to job opportunities, lower level skills and employability and other historical socio-economic cultural factors. This has increased employment migration, sometimes unsafe and under deplorable and distressing conditions.



About 70 per cent of the 14 million migrant workers are either unskilled or semi-skilled labourers³⁷ and are engaged primarily in the informal sector. Women constitute 70 per cent of internal migrants. 47 per cent of workforce are still dependent on agriculture and allied activities for livelihood in India. 52 per cent are self-employed in an economy with more than 90 per cent incidence of informality. Among the 13.4 million people with disabilities of employable age (15-59 years), 9.9 million are unemployed or marginally employed.³⁸ More than 30 per cent of India's youth

36. India Wage Report, ILO, 2018

37. National Policy for Skill Development and Entrepreneurship (NPSDE) 2015

38. Scheme for Financial Assistance for Skill Training of Persons with Disabilities, <http://niepmid.tn.nic.in/documents/skill-0715.pdf>

are not in employment, nor undergoing education or training (NEET)³⁹, suggesting a dire need for better concord between industries and technical training institutions to match the aspirations of youth. The promotion of decent and sustainable employment will therefore be a major thrust area for the constituents during this DWCP period with inclusive and equitable job-rich growth and transition to formalization as core pillars.

Within this, assuming special significance, will be reducing barriers for women including those in the informal economy, to participate in formal labour market by creating policy enablers to promote gender equality in skill development, ownership of enterprises, wages and career progression. The ILO, in tandem with other UN agencies will make concerted efforts to promote economic empowerment of women including through various policy and legislative reforms such as the draft women's policy (2016) and the National Mission for Empowerment of Women (NMEW).

A just transition to environmental sustainability will be a key driver under this priority in view of growing national concern regarding the impact of climate change and natural disasters on livelihoods and employment. Currently, India incurs losses of about USD\$9-10 billion annually due to extreme weather events⁴⁰. In 2014, the Kashmir floods, in Jammu and Kashmir, cost more than \$15 billion and Cyclone Hudhud, which caused extensive damage in eastern India the same year, cost \$11 billion. Climate change also threatens to hinder women's labour participation as it can increase women's unpaid care burden. India's transition to low-carbon economy is estimated to result in the loss of around 259,000 existing jobs, but at the same time, will create around 3 million new jobs⁴¹. The constituents will therefore focus on knowledge building on sector-specific sustainable practices and capacity development in mainstreaming green jobs dimensions in employment framework.

Boosting the engines of growth in the economy and the second largest employer after agriculture micro or small enterprises (MSMEs), for creation of decent and sustainable employment, will be a priority for ILO. 100 million jobs are provided in the country by over 46 million MSME units. At the same time, the number of sick MSMEs during 2015-16 has doubled to 486,291 compared to 222,204⁴² reported during 2012-13. This calls for strengthening the ability of MSMEs to sustain competitiveness instead of achieving this through job cuts, non-standard forms of employment and shift to informality, and poor working conditions.



39. <https://data.oecd.org/youthinac/youth-not-in-employment-education-or-training-neet.htm>

40. Economic Survey 2017-18

41. WESO Report 2018

42. As per the extant RBI guidelines, a Micro or Small Enterprise (as defined in the MSMED Act 2006) may be said to have become Sick, if: 1) Any of the borrower account of the enterprise remains NPA for three months or more; or 2) There is erosion in the net worth due to accumulated losses to the extent of 50% of its net worth during the previous accounting year. This criterion enables banks to detect sickness at an early stage and facilitate corrective action for revival of the unit.

Constituents recognize that a skilled workforce is central to driving economic growth. However, they also recognize that skills development is also a necessary vehicle for many to access jobs, negotiate better wages and other employment terms and continue to remain relevant in the labour market. Improving access to skilling, re-skilling and up-skilling opportunities which are recognized by employers therefore lies at the core of this priority, both as a means for transitioning to the formal economy, and sustainable and decent employment.

Outcome 2.1: By 2022, national and state government have adopted job-rich growth strategies guided by labour market information (LMI), relevant ILS, and future of work (FoW)⁴³ drivers

2.1.a Rationale and outcome strategy

The *Employment-Unemployment Surveys* (EUS) of the *National Sample Survey Office* (NSSO) have consistently reported low and stable rates of unemployment in India over more than three decades. This implies that it is not unemployment but “severe underemployment” that is a problem facing the country. It also explains the presence of a lot of informality in the economy and 18.9 million people engaged in vulnerable employment.⁴⁴ This calls for building a common understanding among the relevant stakeholders by defining informality in line with R204 (Transition from the Informal to the Formal Economy Recommendation, 2015). It also calls for measurement of incidence of informality in states and sectors for evidence-based policy making. ILO interventions will include diagnostic studies on the prevalence of informality, capacity building on policy coherence and inter-ministerial coordination to design integrated gender-responsive policies and programmes to facilitate transition to formal economy.

Increasing the female labour force participation rate (FLFPR) is a priority not only for India but also for the ILO. In 2013-17, a series of policy debates and high-level evidence-based research by the ILO drew attention to the low FLFPR in India. Moving a step forward, in 2018-22, the ILO will focus on building the technical capacity of the centre and states to strengthen gender components in job strategies and will advise on policy options to help facilitate the upward progression of women engaged in low-paid and informal sector jobs. In collaboration with other ministries, UN agencies, multilateral and bilateral agencies, CSOs, and other stakeholders, the ILO will promote policies and institutional mechanisms to improve working conditions through formalization and work towards reducing barriers that women face in access to job opportunities. The goal will be to increase women’s participation in the workforce and strengthen implementation of gender equality policies in workplaces.

While India’s per capita income after 1991 grew nearly two and a half times faster in real terms compared to the preceding three and a half decades, gaps in income and consumption across states have widened. Low-income states as a group, except Rajasthan, have a poverty rate that is twice that of the rest of the country. These states have less industry, technology diffusion and the population is concentrated in rural areas. In continuation of the work initiated in the previous DWCP (2013-17), the ILO will continue to support some of these states to strengthen their technical and institutional capacities in designing local economy growth strategies by aligning it to their unique comparative advantage. It will also support to maximise employment outcomes under GoI flagship employment intensive programmes such as MGNREGS, PMAY and PMGSY. A key element of the outcome strategy will aim at tapping potential job opportunities

43. technology, demography, climate change and globalization

44. WESO Trends 2018, ILO

in emerging green sectors and value chains such as renewable energy, which is estimated to create 1.5 million jobs by 2030⁴⁵.

ILO research and training during 2013-17 demonstrated how critical the effective designing of wage policies was for a productive workforce. In this DWCP (2018-22), the ILO will focus on state and sector specific wage setting mechanisms. Further, the ILO will support the development of national and state strategies to respond to technological advancements and the ever-increasing digital divide.

Adequate and reliable data are critical to assess the implementation and effectiveness of policies and programmes, and especially to assess outcomes for hard-to-reach populations. This remains a key challenge in the country. Varying administrative capacities also have an adverse impact on field delivery. The ILO will continue to offer its expertise on developing capacity in evolving an integrated labour market information system (LMIS), definitional issues, data collection methods and measurement approaches, SDG monitoring, and planning and implementation.

2.1.b To achieve this outcome, this ILO country programme will deliver the following:

- 2.1.1 Constituents developed, implemented and monitored national and state-specific employment policies, especially for women and youth, with focus on ILS, environment sustainability and formalization.
- 2.1.2 Wage policy frameworks and tripartite and bipartite wage determination mechanisms developed or revised at national, state and sectoral level, and strategy adopted to improve gender pay equity.
- 2.1.3 National framework for integrated labour market information (LMI) systems developed, and definitions and data collection methods aligned to international standards
- 2.1.4 Common framework on definition and measurement of informality developed and inter-ministerial coordinated strategies on formalization designed

Outcome 2.2: By 2022, states have adopted multi-pronged skill development strategies and have improved quality and access to skills and employment services

2.2.a Rationale and outcome strategy

India has set ambitious plans to transform itself into a competitive and high-growth economy. However, these plans are dependent on the availability of jobs and the quality of the labour force. By 2022, an additional 109 million skilled workers will be needed in the 24 key sectors driving the Indian economy⁴⁶.

More than 12 million youth in this group are expected to enter India's labour force every year for the next two decades. Only 2.3 per cent of India's workforce has received some formal skills training. This hints at limited opportunities for school-leaving youth to acquire job specific skills. Nearly 460 million people are estimated to require upskilling, or re-skilling, in the country to sustain their employability in the advent of FoW drivers.

Several initiatives are underway in the country. These range from short-term skills training under *Pradhan Mantri Kaushal Vikas Yojna* (PMKVY), and National Apprenticeship Promotion Scheme (NAPS) to facilitate school-to-work transition, *Deen Dayal Upadhyaya Grameen Kaushal Yojana* (DDU-GKY) for rural youth, to career guidance under National Career Service (NCS). Despite

45. WESO 2018: greening with Jobs India

46. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=118098>

these efforts, 17 per cent⁴⁷ of job seekers are among those with a diploma or certificate in technical courses. This is a red signal, highlighting the skills mismatch in the labour force.

Skills development has been an important area of ILO work in India for decades. In 2013-17, the ILO contributed to programmes aimed at implementation of skills development policies and frameworks in states, including Assam, Odisha and Mizoram. It also collaborated in the improvement of the LMI system on technical and vocational education and training (TVET); preparation of Qualifications Packs (QPs)/National Occupational Standards (NOS); capacity building of workers' and employers' organizations on improving the skills eco-system; Recognition of Prior Learning (RPL) strategies, apprenticeship schemes; the National Skills Qualification Framework (NSQF); and reviewing of skill definition and estimation methods.

Building on previous work, during this DWCP (2018-22), the ILO will continue to engage in building capacity on skill anticipation methods to enable skills development initiatives to adapt to FoW drivers, career counselling for better placements, regional benchmarking of skills qualifications frameworks for improved labour mobility, and quality assurance mechanisms for increased industry recognition of competencies and skills. Strengthening gender-responsiveness of these frameworks and systems will be a focus area. Technical partnerships will be directed at building capacities of Sector Skills Councils (SSCs), State Skill Development Missions (SSDMs) and other TVET institutions in effectively targeting and delivery of services which will be accessible to all women, youth, disadvantaged groups and informal economy workers in rural and urban areas.

The ILO will support stronger engagement of employers' and workers' organizations in making sectoral skills policies and employment services market-relevant. The country programme will have special emphasis on skills development of women workers, considering FLFPR in India has fallen from 36 per cent in 2005-06 to 24 per cent in 2015-16. Many are low-skilled, informal economy workers, engaged in low productivity and low paying work. 1.77 million women have been provided short-term training under PMKVY. To promote this in the next 5 years along with better job placements, the ILO will provide support in developing and reinforcing gender-mainstreaming strategies in TVET. Knowledge building by sharing global best practices and demonstrating innovative models on school-to-work transition and recognition and certification

of skills acquired by informal economy workers will be other key intervention areas to achieve this outcome.

The ILO had contributed to the framing of the green jobs definition in India as a member of the first multi-stakeholder taskforce on Climate Change and Green Jobs in 2009. Its inputs had also laid the foundation for integrating the concept of green jobs into state-level Action Plans for Climate Change and MGNREGA as well as paving the way for setting up of Green Jobs Skills Council created in 2015 to address the skilled manpower requirements of the Green Business



47. 2011 Census of India

Industry (GBI). Going forward on this, the ILO will provide support to states to institutionalise green skills component in sector-specific growth strategies, in line with India's commitment to a green economy, as a member of PAGE and as host of the ISA secretariat.

2.2.b To achieve this outcome, this ILO country programme will deliver the following:

- 2.2.1 Evidence-based skills needs assessment and gap analysis conducted in key-labour intensive sectors and states
- 2.2.2 Skill initiatives under various states and ministries aligned to national skills qualification and assurance frameworks (NSQF and NSQAF) and are gender-responsive
- 2.2.3 National strategies on school to work transition, recognition of prior learning (RPL) and employment services reviewed and revised

Outcome 2.3: By 2022, states have institutionalized measures that promote sustainable enterprises and transition to formalization

2.3.a Rationale and outcome strategy

Job creation is a priority for the country and there is a growing recognition that it can only come through MSMEs by enhancing their productivity and setting up new enterprises.

97 per cent of employment generated by MSMEs is provided by micro enterprises. In view of the strong reliance on entrepreneurship for livelihoods in India, the ILO, over the years, has been focusing on building the capacity of local institutions to provide systematic and quality business development support to women, youth and disadvantaged groups, including persons with disabilities (PwDs), to generate business ideas, start-up micro and small businesses and expand operations using its Start and Improve Your Business (SIYB) methodology.

There are a number of national initiatives underway to promote entrepreneurship development such as *Mudra Yojana* to finance start-up micro businesses, *National Rural and Livelihood Missions* (NRLM) and PMEGP⁴⁸ to help traditional artisans and unemployed youth. Efforts are being made under national public programmes such as STEP⁴⁹ and TREAD⁵⁰ to promote women entrepreneurs with the intent to raise their ownership of enterprises from the current 20.37 per cent. In 2013-17, SIYB was adopted under NRLM in state of Maharashtra, Kerala, Andhra Pradesh, Mizoram and Entrepreneurship Development Programmes (EDPs) of Ministry of Micro, Small and Medium Enterprises



48. Prime Minister's Employment Generation Programme

49. Support to Training and Employment Program for Women

50. Trade related entrepreneurship development scheme for women

(MoMSMEs). Building on the institutional capacity that has been developed, under this DWCP, ILO will focus on scaling up and replicating SIYB training in states (mainly, UNSDF priority states) and development of value chains in sectors of comparative factor advantage in rural and urban areas. Facilitating formalization of enterprises will be integral to the ILO country programme strategy and will complement national efforts to improve compliance through measures such as Udyog Aadhaar number, *Employees Provident Fund* (EPF) and *Goods and Services Tax* (GST).

Khadi and Village Industries (KVI), are two national heritages of India which provide sustainable employment to rural artisans. In recent years, it has also earned an environment friendly image. Efforts will be geared towards strengthening their sustainable integration in the global value chain and evolve strategies for promotion of green businesses⁵¹ in states to tap the potential for creation of more than three million jobs in the country. Being a PAGE country, provides the ILO with an opportunity to support India in its endeavor to become a climate resilient low-carbon economy. Constituents will also engage in capacity building of MSMEs prone to climate change risks such as Chennai floods in 2015 which resulted in closure of more than 50,000 units⁵² to minimize the potential threat of job losses.

While globalization is opening up new business opportunities and triggering an entrepreneurship boom in India, it is also making MSMEs vulnerable to market shocks, climate change, and technological changes. To enable MSMEs to respond to these challenges, various enterprise development initiatives are operational under the National Manufacturing Competitiveness Programme (NMCP). To mitigate the risk of achieving MSME competitiveness while compromising working conditions and the environment, in 2013-17 the ILO had engaged with BMOs and policy makers to build awareness on 'sustainable enterprises' and the inter-links between productivity and working conditions. This was further reinforced by pilots carried out in 100 light engineering and apparel units in Tamil Nadu, Karnataka, Maharashtra and Delhi NCR using ILO's SCORE Training⁵³. This resulted in the endorsement of SCORE by MoMSME under its Lean Manufacturing Competitiveness Scheme (LMCS)⁵⁴, and its promotion by the Federation of Indian Chambers of Commerce and Industry (FICCI) and its corporate members in their supply chain. This collaboration will be strengthened and new partnerships explored during the course of this DWCP to promote responsible supply chains in high-growth sectors in India.

Efforts will be specifically made under this outcome to strengthen capacities of employers' and workers' organizations to increase MSME membership and effectively articulate the concerns of small business employers and workers in various MSME related policy fora.

2.3.b To achieve this outcome, this ILO country programme will deliver the following:

- 2.3.1 MSMEs and MNEs and lead buyers trained and equipped to adopt responsible management practices
- 2.3.2 States adopted value chain led growth models and developed institutional capacity on systematic business environment assessment and delivery MSME development services, including entrepreneurship

51. ILO WESO 2018

52. <https://www.thehindu.com/news/national/tamil-nadu/what-revival-close-to-50000-units-shut-shop-in-past-year/article24107824.ece>

53. SCORE equips MSMEs with modern management solutions by institutionalising the decent work agenda and cooperative relationships between workers and managers in the workplace.

54. One of the nine components under NMCP

Outcome 2.4: By 2022, states have adopted policies and institutional mechanisms for safe and informed labour migration

2.4.a Rationale and outcome strategy

For millions of Indians, migration offers alternative livelihood options, better than those available at home. Migration has primarily been driven by income aspirations or loss of habitat due to economic development, natural disasters, climate change, poverty, social discrimination or gender-based violence. India is a major country of origin and transit, as well as a popular destination, for workers crossing international borders. There are over 30 million Indians overseas, with approximately 9 million of the diaspora concentrated in the GCC region (now known as the *Cooperation Council for the Arab States of the Gulf*)⁵⁵. Over 90% of Indian workers, most of whom are semi-skilled and unskilled, work in the Gulf region and South-East Asia. Given that the country's employment growth has been much lower in recent years, with some States being more adversely affected than others, foreign employment destinations have acted as a crucial safety valve for the Indian labour market. Indian professionals are also increasingly finding opportunities in the economies of Europe, North America, Australia and other OECD countries. India is the number one recipient of remittances globally, with nearly USD 70 billion received from abroad, far exceeding foreign direct investment.

India introduced the eMigrate system in 2015, which makes it compulsory for recruiters and employers of low-skilled migrants to register in the system. This has helped to curtail malpractices and growth of irregular migration adopted by recruiting agents and employers. This includes practices of sending workers abroad without firm job orders, charging of exorbitant recruitment fees and setting up local intermediaries to recruit labour, which may have no relationship with actual employer demand.

Further, to ensure that Indian migrant workers are not underpaid, minimum referral wages have also been introduced for various occupations in multiple countries. Steps have been taken to train and sensitise government officials at the state and central level to strengthen their role in migration management. Increasingly, states are adopting strategies and programmes to protect migrant workers and enhance their contribution to development at home.

Skills are an important factor for determining the wages and the overall experiences of migrants. Low-skilled workers are more vulnerable to wage exploitation and unacceptable living and working conditions. As such, the Government of India has initiated programmes such as the *Skill India* initiative to focus on skilling workers and providing training and certification in addition to pre-departure orientation.

While ILO recognizes migration as an important option for alternate employment, unsafe and poorly informed migration seriously jeopardises its goal of *Decent Work for All*. As such the previous DWCP (2013-17) focused on efforts to train and sensitise government officials and constituents at the state and central level to improve policies and governance mechanisms to enable better migration management. The *Federation of Indian Chambers of Commerce and Industry* (FICCI), supported the inclusion of the two Federations of Overseas Recruitment Agencies as members of FICCI with the objective to work towards ethical recruitment. The state of Andhra Pradesh in India had also drafted a migration policy with ILO support. In continuation of the momentum gained, constituents in 2018-22, will focus on stronger institutional and governance mechanisms to secure employment with improved earning and employment outcomes for migrant workers.

55. Source: MEA data 2011–17

2.4.b To achieve this outcome, this ILO country programme will deliver the following:

- 2.4.1 Evidence-based, gender-responsive and coordinated international labour migration policies formulated, in line with ILS
- 2.4.2 Constituents equipped for engagement in international labour migration discourses and provided guidance on establishing institutional and governance mechanisms

3.3.3 Country Priority 3: Tripartism mechanisms work better for protecting rights of workers through promoting labour administration, occupational safety and health and social protection

India's existing tripartite mechanisms provide platforms for dialogue amongst constituents to evolve strategies for addressing decent work deficits at the national, state, sectoral and enterprise levels. Though, India has ratified C144 on tripartite consultations, much stronger efforts are required to augment the capacities and roles of constituents and to influence policy outcomes, labour law processes and the monitoring of public initiatives, especially in response to a fast changing labour market. Protecting rights of workers and improving working conditions in economic units are significant but become especially so when seen in terms of emerging trends towards non-standard form of employment (NSFE), shrinking workplaces and blurring relationships between employer-employees. With over 90 per cent of the informal economy still not fully under the ambit of labour market governance systems, there is a potential risk of increasing marginalization and precarious employment with the advent of FoW drivers. This affects the social dialogue scenario in the country. The changes in employment relationships, including the increasing use of contract labour adds to the challenges for the tripartite partners. It makes it more difficult and tricky to extend the coverage of labour laws and regulations to these workers, and to promote decent work in terms of workers' rights, social protection, income security, and payment of minimum wages. Voices of workers are not heard in the informal economy. An additional challenge is the limited participation of women workers as representatives in social dialogue institutions and processes.

There are functional and good tripartite social dialogue practices in a few states in India that can be replicated and shared. With growth in the value chains of the manufacturing sector and changes in the agricultural sector in India, the task of labour administration has become increasingly difficult. It calls for sensitivity, expedition and efficiency at every stage. In particular, the labour inspection system needs to be strengthened by human resources and proactive institutional mechanisms to meet the multiple challenges caused by India's vast informal economy as well as the perceived cost of reporting and compliance by enterprises. In 2014, in an effort to promote transparency in labour inspection, the central government launched the *Shram Suvidha* portal, to encourage units to file self-certified, simplified single online returns. The impact of the same needs to be assessed. While efforts are ongoing in the country towards the upgrading and modernization of the labour inspection system in India, the ILO emphasises the need to align this to be in line with C81.

Within workplace compliance, safe and secure workplaces are non-negotiable for the ILO constituents. India has had a *National Policy on Safety, Health and Environment* in place since 2009. Towards its effective implementation, the ILO will support the finalization of the National OSH Profile, development of a National Occupational Safety and Health (OSH) Programme and its implementation with reference to C155 (Occupational Safety and Health Convention, 1981) and C187 (Promotional framework for OSH Convention, 2006). The ILO will share good practices and international experiences on OSH data collection methods and systems. This will

also enable the expansion of OSH coverage to all economic sectors, in particular, informal, and build awareness among employers and workers.

While investment in OSH is critical to ensure a productive and healthy workforce, the constituents equally recognize the urgent need for a national social protection floor and universal coverage to all to guarantee basic security for dignified and decent living. This is especially valid for women in vulnerable conditions, informal economy workers, and other disadvantaged groups. India has taken a number of steps, including increasing allocations and harmonising its many programmes, schemes and other mechanisms with specific targets and allocated resources to enhance coverage towards universal social protection for all. The urgency of this has become more apparent now than ever before because of emerging FoW drivers, and fewer employment opportunities in traditional forms of employment and migration.

The Social Security (Minimum Standards) Convention, 1952 (No. 102) and the Social Protection Floors Recommendation, 2012 (No. 202), have been used as references for the development of a social protection system in India. However, it is yet to ratify any of the up-to-date ILO social security Conventions. There have been some references to the core principles and systemic vision established by ILO's social security standards, thus laying the ground for a possible ratification of Convention No. 102 in the future.

Like other BRICS countries, India recognizes the important role of universal and sustainable social security systems, including social protection floors, for inclusive growth, decent and productive employment, gender equality and social inclusion. But it also faces a number of critical challenges, including (a) closing the coverage gap; (b) improved governance of social protection schemes; (c) creating the necessary fiscal space.

During the previous DWCP (2013-2017), the ILO advocated the extension of social protection to informal economy workers along with capacity building of social partners on the concept of a social protection floor. Most significantly, the state labour department, government of Odisha, with ILO support on an inter-departmental dialogue, facilitated tripartite discussions and built capacity on the concept of social protection floors.

Outcome 3.1: By 2022, effective social dialogue and labour administration systems operational to support improved industrial relations

3.1.a Rationale and outcome strategy

The current and evolving scenarios of rapid globalization are resulting in heightened emphasis on policy and regulatory reforms towards easing the business environment, industrial disputes, changing employment relationships, increases in contract labour and the need for improvements in occupational safety and working conditions. These have also resulted in challenges related to the country's labour inspection systems, especially with regard to the application of the principles of C81. India's disputes resolution machinery consists of industrial tribunals and labour courts and now, there is an immense burden on this machinery, as the number of cases is increasing and remain pending for a long time. As such, there is an expressed need to engage with India's labour administration and inspection machinery, as well as the dispute resolution system, under this DWCP to contribute to their alignment to respond to the changing world of work requirements.

In the above-mentioned context of rapid globalization and India's role as a long-standing supporter and promoter of the tripartism, it is important to note that the *Indian Labour Conference* (ILC) provides an important platform to employers and workers to participate in



national development processes. Each ILC results in recommendations by the constituents, which call for timely actions. The last ILC was held in 2014. This DWCP stresses that regular meetings of the Indian Labour Conference (ILC) are a critical social dialogue mechanism for capturing and addressing the concerns of workers and employers. In addition, state level tripartite bodies also need to function effectively to provide a forum for the tripartite partners to discuss labour

policies and amend it accordingly. Regular functioning of ILCs and state level bodies are critical considering that tripartism and social dialogue are essential means for inclusive socio-economic development, and enabling policies and programmes to be designed and implemented based on - a) adequate understanding of the importance of these critical factors; b) political will; c) institutional support; and d) adequate representation.

Likewise, capacity development of labour administration systems, including dispute resolution and labour inspection an important area under this DWCP. Consequently, the strengthening of tripartite social dialogue mechanisms and structures at national and state levels to jointly address issues⁵⁶ of common concern is a priority for the constituents. They have emphasized that this should be based on research aimed at identifying progressive and effective social dialogue mechanisms in India. To achieve this, taking forward learning from technical engagements during the last DWCP, including at state levels, ILO will therefore support evidence-based research, facilitation of experience-sharing, replication of innovative models of good practices, and training. Gender mainstreaming will continue to be emphasized in this DWCP by promoting and advocating for improved participation and appropriate representation of women in all forums either tripartite or bipartite to ensure that their voices are heard.

3.1.b To achieve this outcome, the ILO country programme will deliver the following:

- 3.1.1 Research reports, including recommendations to strengthen social dialogue mechanisms, at national level for at least three states, in line with the 2018 ILC Recurrent Discussion Action Plan produced in consultation with the tripartite constituencies.
- 3.1.2 Research reports, including recommendations to strengthen labour dispute resolution systems produced in consultation with the tripartite constituencies.

Outcome 3.2: By 2022, women and men workers and enterprises benefit from safe and healthy workplaces

3.2.a Rationale and outcome strategy

Unsafe work and poor working conditions coupled with non-compliance with national legislation undermine the lives and well-being of workers as well as productivity of economic units. With the intent to eliminate the incidence of work related injuries, diseases, fatalities, disaster and loss of national assets and ensuring achievement of a high level of safety, health

56. These issues include the twelve demands raised by the central trade unions on a number of national development issues, including concrete measures to contain inflation, workers' rights, employment generation, implementation of labour laws, universal social security coverage are a few amongst others.

and environment in the workplace, India adopted the *National Policy on Safety, Health and Environment at Workplace* in 2009 to follow the overall direction of national OSH developments.

The development and effective implementation of a national Occupational Safety and Health (OSH) programme is the next crucial step for ensuring safe and healthy working conditions in India. According to ILO's Promotional Framework for OSH Convention (No 187, 2006), a national OSH programme is a strategic workplan at the national level, including targets and indicators of progress within a predetermined timeframe. The programme needs to be widely publicized, endorsed and launched by the highest national authorities.



In 2012, incidents of fatal and non-fatal accidents was estimated at 0.79 per 1000 workers⁵⁷. The reliability of this data is challenged due to underreporting practices by enterprises, especially, MSMEs to reduce reputational risk and compensation. Further, considering 90 per cent of India's economy is informal and has limited labour inspection outreach, the data on safety and health of workers in informal sector is inadequately captured. As such, non-availability of reliable data on workplace injuries, accidents and occupational diseases poses a major challenge towards developing a strategic and well-informed and researched national OSH policy.

To address this, the previous DWCP complemented national efforts towards improving OSH data and supported the development of a draft National OSH Profile. As a follow-up, during the course of this DWCP, the ILO will support the finalization of the draft in collaboration with the Ministry of Labour and Employment. Specific efforts will be made to ensure that the needs of women workers are taken into account in occupational and industrial restructuring processes at the national level, particularly in the areas of legislation, information and training and research.

The ILO will provide technical support to the Directorate General of Factory Advice Service and Labour Institutes (DGFASLI) and social partners to raise OSH awareness among workers and provide training in various sectors, such as MSMEs and ship-breaking, and in the informal economy especially through the application of selected ILO tools and methodologies.

There will be greater focus on enhancing the technical capacity of tripartite constituents and in strengthening inter-departmental coordination on OSH among DGFASLI (Ministry of Labour) and the National Institute of Occupational Health (Ministry of Health and Family Welfare) to improve effectiveness of interventions. Collaboration will be fostered with other UN agencies and multi-lateral agencies. The prevention of occupational health hazards in specific sectors such as e-waste recycling and construction sectors using asbestos will be another key intervention under this outcome. Building better understanding on OSH by dissemination of international good practices and facilitating technical support between countries under South-South cooperation is also on the agenda. Besides this, the focus will lie on developing legal perspectives on OSH and prevention of occupational diseases for effective contribution to

57. Labour Bureau 2012

policy discussions, strengthening of labour inspection systems for improved OSH compliance and better reporting of occupational injuries and diseases. India has strong expertise on OSH, and training will be imparted to neighbouring countries.

The concentration of women workers, particularly in low-paid informal sector occupations such as construction, domestic work, and *beedi*⁵⁸-making, leads to a specific pattern of injury and disease. This calls for special measures to be taken for women workers and demands for attention to studying the effects of gender on health to develop a better understanding of the relationship between women's health and their social and economic roles.

3.2.b To achieve this outcome, the ILO country programme will deliver the following:

3.2.1 National OSH Programme developed in line with the recommendations of the National OSH profile referring to C155 (Occupational Safety and Health), C187 (Promotional framework on OSH) and gender equality principles.

3.2.2 Safety and health improved in workplaces using ILO tools

Outcome 3.3: By 2022, national and state social protection systems are better managed with expanded coverage and increased access

3.3.a Rationale and outcome strategy

The Government of India is aiming to consolidate 44 labour laws into four codes – industrial relations, wages, social security, and occupational safety, health and working conditions. The stated objective of the code on Social Security and Welfare is to extend the right to social protection to all workers in India, regardless of the size of the employing entity, or whether public or private, but most notably by extending the protection to workers operating in the informal economy where 90 per cent of the 450 million strong workforce operates. ILO Social Security (Minimum Standards) Convention, 1952 (No. 102) and the Social Protection Floors Recommendation, 2012 (No. 202)⁵⁹ have been used as reference, laying the ground for a possible ratification of Convention No. 102 in the future.

During the previous DWCP (2013-2017), the ILO advocated the extension of social protection to informal economy workers along with capacity building of social partners on the concept of the social protection floor. Building on the previous DWCP (2013-17), the ILO will engage in the implementation of national policies and related programmes in the world of work including decent work for domestic workers, construction workers and others. Existing tripartite mechanisms for specific sectors will be strengthened to ensure inclusion and effective implementation such as the National Policy on Domestic Workers, once adopted; Building and *Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996* and its allied *Building and Other Construction Workers Welfare Cess Act, 1996* at state levels; the *Maternity Benefit (Amendment) Act, 2017* that has more than doubled the paid maternity leave entitlements from 12 to 26 weeks for all women in establishments with more than 10 employees, with certain caveats. The ILO will continue to engage at the national and state level their efforts in building, expanding, extending or reorienting their social protection systems including promoting rights

58. A **beedi** (also spelled **bidi** or **biri**) is a thin cigarette or mini-cigar filled with tobacco flake and commonly wrapped in a *Diospyros melanoxylon* or *Piliostigma racemosum* leaf tied with a string or adhesive at one end. It originates from the Indian subcontinent.

59. The full text of these international social security standards and other relevant information is available in ILO (2017a).

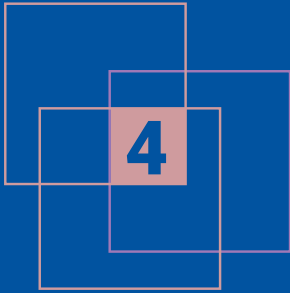
of workers living with HIV and TB and for enhancing implementation of the law and policy on HIV and AIDS in the world of work in India.

To this end, the work in this DWCP will prioritise building linkages to eliminate the worst forms of exploitation, like child labour, and to ensure that people in rural areas, the informal economy, and specific vulnerable groups such as domestic workers, migrant workers, construction workers, persons with disabilities and chronic illnesses are not discriminated against in terms of extending social protection reforms towards them. This DWCP will continue to focus on providing technical support to India's efforts towards universal social protection in order to prevent and reduce poverty and achieve inclusive growth and social justice.



3.3.b To achieve this outcome, the DWCP will deliver the following:

- 3.1 Social protection policies or legal frameworks adopted or revised for extended coverage or enhanced benefits, in line with social security standards.
- 3.2 Measures undertaken to ensure access to social protection benefits for workers in specific sectors, including migrants and people living with HIV (PLHIV).
- 3.3 Constituents adopted and implemented measures for social protection advocacy, awareness and education



DWCP IMPLEMENTATION, MANAGEMENT AND EVALUATION

4.1 IMPLEMENTATION MANAGEMENT AND INSTITUTIONAL ARRANGEMENTS

For the achievement of the outcomes, the ILO country programme will follow results-based management principles and will be guided by the four cross-cutting policy drivers: promoting international labour standards, social dialogue, gender equality and non-discrimination, and just transition to environmental sustainability (see annexure 3: DWCP Results Matrix).

The DWCP will adopt a long-term approach which will comprise of an integrated portfolio of interventions under each priority and outcome to ensure sustainability, institutionalization, effectiveness and efficiency. A key element in the strategy will be the promotion of India's role in broader agendas where the ILO also plays a key role, such as the FoW, SDGs, G20 and IBSA (India, Brazil and South Africa) Dialogue Forum. Additional opportunities from emerging South-South and triangular cooperation, including the VVGNI-ILO-ITC Turin collaboration will be leveraged.

The constituents will provide strategic guidance during the implementation of this DWCP and will be actively involved in resource mobilization, including leveraging national resources and CSR initiatives, to support implementation of specific outputs. Similarly, they will also actively be involved in the formulation, implementation and oversight of specific development cooperation projects, which are a key means of action to deliver selected DWCP outcomes and outputs.

ILO will also collaborate with line ministries such as Ministries of External Affairs; Skills & Entrepreneurship Development, Rural Development; Micro, Small & Medium Enterprises; Statistics & Programme Implementations; Mines; New and Renewable Energy; Social Justice & Empowerment; Home Affairs; Finance as well as state governments, academic institutions, civil society and the private sector.

MoLE and the social partners will constitute a DWCP Tripartite Advisory Committee (DTAC) to guide DWCP implementation, monitoring, reporting and evaluation. It is envisioned that this committee will meet annually to review implementation progress, develop an annual implementation plan and discuss challenges and risks including mitigation measures for effectiveness of DWCP. One of the tasks of the DTAC will be to ensure the continued relevance of the DWCP to the country's functioning and benefit and to guide in adapting it to emerging needs of the constituents in the country. DTAC meetings will also include a tripartite review of all development cooperation (DC) projects, for improved synergy with the overall DWCP. The ILO Country office for India will provide secretariat support. Specific attention will be paid to

evolving mechanisms for integrating and monitoring progress made against the cross-cutting policy drivers.

Baselines will be established for the indicators in the DWCP results monitoring plan as well as for SDG indicators. Information for indicators will be gathered from officially recognized secondary sources and, wherever needed, primary data will be collected through ILO development cooperation projects and research studies. Surveys will be conducted in consultation with the constituents with the tripartite mechanisms in place, and as per requirements. Official data sources will be reference points for SDG indicators reporting. Furthermore, the ILO will engage in relevant research to fill SDG information gaps and provide inputs for indicators for monitoring purposes within the framework of the UNSDF.

Every effort has been made within the DWCP design to identify realistic targets and results with clear quantitative and qualitative information. As the secretariat, the ILO Decent Work Technical Support Team for South Asia and Country Office for India (ILO DWT for South Asia and Country Office for India), will provide support to constituents in coordinating the implementation of the DWCP in India. The ILO DWT/CO will ensure optimum technical support for the DWCP implementation. It will also support the capacity building of constituents on results and outcome-based planning for more focused reviews that could guide timely adjustments to the DWCP implementation so as to better respond to a changing country context.

4.2. RISKS

Strong commitment from the MoLE, GoI and the social partners form the basis of the implementation of this DWCP. However, the main risks to effective delivery of DWCP are the movement of key decision-makers and officials, poor engagement of constituents, inadequate resources, lack of commitment of states and ineffective partnerships. Promoting social dialogue and tripartite mechanisms will help sustain the processes initiated under DWCP despite political changes or movements of officials. Strategic collaborations and joint programmes with other UN agencies will help manage resource risk to an extent.

In recent years, the media has come out as both a risk and opportunity for the ILO in India. The DWCP communication plan will specifically focus on mitigating reputational risks associated with media reporting.

In a rapidly changing world of work, ensuring continual relevance and effectiveness of the DWCP as a vehicle to promote decent work in the country will be critical. This will be managed through periodic consultations with constituents and other relevant partners over and above the annual DWCP tripartite advisory committee (DTAC). These consultations will provide a basis for revisiting and adjusting the implementation strategy in line with emerging major shifts in the world of work, including due to the advent of Future of Work (FoW) drivers.

4.3. FUNDING PLAN

Resource mobilization for financing DWCP implementation is a joint concern of the ILO Office and the tripartite constituents. India is a middle-income country and has a number of flagship programmes and initiatives for public welfare, employment promotion and social protection. As such, traditional Overseas Development Assistance (ODA) to the country is diminishing with pressure falling on the Office and tripartite constituents to mobilise resources to deliver DWCP priorities in India.

In the last DWCP, the ILO Office was successful in mobilizing national resources, in project mode, for promotion of rural employment outcomes under the PMGSY programme by becoming the implementing partner of MoRD and was able to garner support from the government and the private sector for other initiatives. The Office will also leverage resources by collaborating with other UN agencies, especially in the ILO-led UN Results Group on job creation, skills and entrepreneurship development to optimize impact in India within the UNSDF.

Internal resource efficiency will be promoted by encouraging synchronized joint work plans, internal collaboration, and building on lessons learnt from evaluations of DC projects and global programmes to minimize overlaps and duplications.

The ILO office and tripartite constituents are committed to working with Indian and international partners to design new joint partnership programmes. Where possible, opportunities will be explored for the constituents and partners to share costs on capacity building and other activities. South-South triangular cooperation, trust funds with the ILO, public-private partnerships and multi-bilateral development programmes are potential sources that have been identified for the funding of DWCP India implementation.

4.4. ADVOCACY AND COMMUNICATION PLAN

The DWCP provides an opportunity for constituents to draw-up a visibility plan on the outlined priorities and outcomes to promote 'Decent Work for All' in the country. The communication and advocacy activities of this DWCP primarily focuses on policy changes, awareness raising, and partnership development. The ILO DWT/CO will work on an annual communication plan in consultation with constituents during the DWCP Tripartite Advisory Committee meeting which will reflect the strategy of various outcomes under each priority, the processes in achieving the indicators, the ground impact, and the contribution of partners. A combination of communication tools will be adopted which will be a mix of modern and traditional media such comprising of web articles, films, social media and storytelling, media messages and opinion-articles, publications and research, events, public contests and campaigns, among others. Plans will be made in particular to connect with youth, women and disadvantaged groups, especially in rural areas and the informal economy. Evidence-based advocacy, informed by relevant research, dissemination of good practices and success stories will be used in generating wider understanding in India about the principles of decent work, inclusive growth and the 2030 Sustainable Development agenda.

Communicating the results of DWCP in terms of effective and timely messaging and positioning with the right audience will be integral to the advocacy strategy. This will include showcasing the impact of DWCP outcomes by documenting stories from the field. Also, a large part of the outreach will be focused on demystifying technical information and packaging it in a way that is understandable by the public. Media advocacy will be done by conducting training for media and capacity building of constituents on effective media interactions.

DWCP priorities and outcomes will also be promoted through the UNSDF and in particular in the ILO-convened UN Results Group on job creation, skills development and entrepreneurship.

The DWCP will also equally focus on strengthening internal mechanisms for communication and reporting of results to constituents. This will include producing annual progress reports on DWCP implementation.

ANNEXURE 1:

State-wise labour force key metrics: At a glance⁶⁰

State/UT	Economy		Population		Labour force participation rate (%)	Sectoral distribution of workers (%)				Distribution of workers by employment status (%)			Workers without written job contract (%)	Real daily wage indices (India =100), 2011-12		
	Per capita NSDP at constant prices (INR), 2015-16	Per capita NSDP growth rate (%), av. 2012-17	% of total population 15-59 years old (2011)	Population (mill.) (2011)		Female	Ag	Manuf	Const	Serv	Self-employed	Regular		Casual	Casual labour, agri.	Casual labour, urban construction
Andhra Pradesh	86118.4	6.8	63.5	84.6	42.6	52.5	10	8.1	28.1	44.4	17.9	37.7	86.1	100	111	83
Assam	48465.5	4.2	60.4	31.2	15.4	54.3	6	6.7	32.2	68.3	14.2	17.5	72	94	101	66
Bihar	24572.2	4.2	52.1	104.1	7.1	61.6	5.9	10.1	22.3	52.6	5.8	41.6	77.2	109	79	41
Chhattisgarh	67185.4	5.3	60	25.5	46.1	71.8	4.9	6.7	15.1	54.1	9.7	36.2	71.4	66	49	116
Delhi	226583.1	5.3	65.9	16.8	14.8	0.1	21.2	4.3	73.4	33.6	62.9	3.4	62.2	n.a.	174	134
Goa	267328.9	2.3	66.8	1.5	23.7	3.7	12.9	7.1	67.8	28.1	60.1	11.8	73.2	133	85	130
Gujarat	122502.1	8.8	62.8	60.4	28.8	46.9	20.5	4.8	25.8	51.4	24.7	23.9	81.6	83	108	109
Haryana	133591.5	6.2	61.5	25.4	17.7	40.9	13.9	13	31.5	55.8	23.9	20.3	76	139	118	120
Himachal Pradesh	114477.9	6.8	63.7	6.9	58.9	58.4	6.5	14.7	18.9	67.6	18.2	14.2	62.3	138	93	116
Jammu & Kashmir	60171.4	3.4	58.7	12.5	24.7	40.2	9.9	18.9	29.5	60.2	20.5	19.4	79.6	192	119	69
Jharkhand	50816.9	5.7	56.5	33	20.1	49.5	7.7	17.4	22.5	64.2	10.2	25.6	80.7	84	69	148
Karnataka	113506.1	5.9	64.2	61.1	31.8	48.5	12.5	6.2	32.1	47.8	22.5	29.7	76.8	97	100	108
Kerala	119762.6	5.2	63.9	33.4	28.3	20.4	14.3	16.4	47.8	37.7	22.5	39.8	81.2	236	199	70
Madhya Pradesh	46782.5	6.1	58.6	72.6	24.7	57.7	7.4	12.7	21.3	57.5	11.3	31.2	74.8	79	66	98
Maharashtra	121514.5	5.2	63.1	112.4	34.3	49.1	12.2	6.3	31.8	46.9	26.5	26.6	65	80	95	145
Manipur	45651.6	3.6	62.5	2.6	31.7	38	11	18.9	31.6	67.3	14.4	18.1	63.7	161	102	39
Meghalaya	59948.6	0.1	55.4	3	53.5	56.3	2.4	7.1	31.8	65.4	16.6	18	67.8	121	118	90
Odisha	57615.7	5.3	61.5	42	23.0	54.9	9.7	12	22.4	60.8	10.6	28.7	78.6	95	66	105
Punjab	99371.9	3.9	64	27.7	25.3	35.8	17	13.1	32.5	51.3	27.5	21.2	83.5	148	96	65
Rajasthan	66341.5	3.7	57.5	68.5	33.8	49.9	9.2	19.1	20.3	63.3	13	23.7	87.2	102	91	83
Tamil Nadu	111453.8	5.0	65.9	72.1	36.6	33.5	20.5	12.3	32.4	31.7	25.5	42.8	87.7	125	151	92
Tripura	n.a.	7.7	64.4	3.7	27.7	24.4	6.5	37.5	31.2	41	12.9	46.1	83.6	146	107	25
Uttar Pradesh	36883.4	4.1	55.8	199.8	19.7	52	12.9	12.7	21.5	64.5	10.6	24.9	84.8	96	82	95
Uttarakhand	126561.6	5.9	59.9	10.1	31.2	46.6	9.8	12.2	30.9	69.1	17.5	13.4	67.4	123	86	87
West Bengal	n.a.	n.a.	64.3	91.3	23.0	36.8	23.2	7.7	31.4	46.2	16.8	37	75.4	103	82	93
India	77803.0	5.3	60.3	1210.6	27.2	47.5	13	10.6	27.9	52.2	17.9	29.9	78.9	100	100	100

60. ILOSTAT

ANNEXURE 2:

ILO Conventions ratified by India⁶¹

CONVENTION	DATE	STATUS
Fundamental		
C029- Forced Labour Convention, 1930 (No. 29)	30 Nov 1954	In Force
C100- Equal Remuneration Convention, 1951 (No. 100)	25 Sep 1958	In Force
C105- Abolition of Forced Labour Convention, 1957 (No. 105)	18 May 2000	In Force
C111- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	03 Jun 1960	In Force
C138- Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 14 years</i>	13 Jun 2017	In Force
C182- Worst Forms of Child Labour Convention, 1999 (No. 182)	13 Jun 2017	In Force
Governance (Priority)		
C081- Labour Inspection Convention, 1947 (No. 81) Excluding Part II	07 Apr 1949	In Force
C122- Employment Policy Convention, 1964 (No. 122)	17 Nov 1998	In Force
C144- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	27 Feb 1978	In Force
Technical		
C001- Hours of Work (Industry) Convention, 1919 (No. 1)	14 Jul 1921	In Force
C005- Minimum Age (Industry) Convention, 1919 (No. 5)	09 Sep 1955	In Force
C006- Night Work of Young Persons (Industry) Convention, 1919 (No. 6)	14 Jul 1921	In Force
C011- Right of Association (Agriculture) Convention, 1921 (No. 11)	11 May 1923	In Force
C014- Weekly Rest (Industry) Convention, 1921 (No. 14)	11 May 1923	In Force
C018- Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)	30 Sep 1927	In Force
C019- Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	30 Sep 1927	In Force
C026- Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	10 Jan 1955	In Force
C027- Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	07 Sep 1931	In Force
C032- Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	10 Feb 1947	In Force
C042- Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)	13 Jan 1964	In Force

61. ILO NORMLEX data base (http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102691). India has ratified 47 Conventions (Fundamental Conventions: 6 of 8, Governance Conventions: 3 of 4, Technical Conventions: 38 of 177, and 1 Protocol).

C045- Underground Work (Women) Convention, 1935 (No. 45)	25 Mar 1938	In Force
C080- Final Articles Revision Convention, 1946 (No. 80)	17 Nov 1947	In Force
C088- Employment Service Convention, 1948 (No. 88)	24 Jun 1959	In Force
C089- Night Work (Women) Convention (Revised), 1948 (No. 89) <i>P089 - Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 ratified on 21 Nov 2003 (In Force)</i>	27 Feb 1950	In Force
C090- Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)	27 Feb 1950	In Force
C107- Indigenous and Tribal Populations Convention, 1957 (No. 107)	29 Sep 1958	In Force
C115- Radiation Protection Convention, 1960 (No. 115)	17 Nov 1975	In Force
C116- Final Articles Revision Convention, 1961 (No. 116)	21 Jun 1962	In Force
C118- Equality of Treatment (Social Security) Convention, 1962 (No. 118) <i>(India has accepted Branches (a) to (c))</i>	19 Aug 1964	In Force
C123- Minimum Age (Underground Work) Convention, 1965 (No. 123) <i>(India has specified 18 years as minimum age)</i>	20 Mar 1975	In Force
C127- Maximum Weight Convention, 1967 (No. 127)	26 Mar 2010	In Force
C136- Benzene Convention, 1971 (No. 136)	11 Jun 1991	In Force
C141- Rural Workers' Organizations Convention, 1975 (No. 141)	18 Aug 1977	In Force
C142- Human Resources Development Convention, 1975 (No. 142)	25 Mar 2009	In Force
C160- Labour Statistics Convention, 1985 (No. 160) Acceptance of Article 8 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention	01 Apr 1992	In Force
C174- Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	06 Jun 2008	In Force
C185- Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)	09 Oct 2015	In Force

ANNEXURE 3:

DWCP results matrix

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

Relevant national development priority

Chapter 22 of 3 year action plan for 2017-20, Government of India (GoI)

Aspirational Districts Programme

PENCIL Initiative

SDG GOALS

Goal 1: End poverty in all its forms everywhere

Goal 5: Achieve gender equality and empower all women and girls

Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Goal 10: Reduce inequality within and among countries

Goal 13: Climate Action

UNSDF

Outcome 1: Poverty and Urbanization

Outcome 2: Health, Water and Sanitation

Outcome 3: Education and Employability

Outcome 6: Skilling, Entrepreneurship, and Job Creation

Outcome 7: Gender Equality and Youth Development

DWCP Outcome 1.1: By 2022, institutional capacities of constituents strengthened for application of International Labour Standards (ILS), and to protect workers from unacceptable forms of work			
Partners	Ministry of Labour and Employment and its institutions, Employers and Workers Organizations, other Ministries and Departments of Government of India, state government, labour departments, Ministry of Statistics and Programme Implementation, academia and research institutions, UN agencies	Integrated resource framework (USD)	
		Estimated to be available 2018-19 USD 70,000	To be mobilized To be estimated
Outcome Indicators			
1.1.a Number of concrete steps taken towards ratification of fundamental ILO conventions, and relevant International Labour Standards and protocol		Baseline (2017): – 6 out of 8 core conventions ratified in India (C87, C98 not yet ratified). – Committee on Conventions recommended four ILO Conventions to discuss for ratification	Target (2022): Two Core Conventions ratified and consensus built for ratification of other selected conventions
1.1.b. Number of advisories/ guidelines issued by the national and state governments for implementing the elements of the ratified conventions		Baseline (2017): – 47 ratified conventions including 2 Core Conventions ratified in 2017 – Report of the Committee on Application of Ratified Conventions – Minutes of the meeting of the Committee on Conventions	Target (2022): Committees for review of implementation of Acts/rules established or strengthened
1.1.c. Number of steps taken for promoting awareness among the relevant stakeholders on the Standards setting and review mechanism		Baseline (2017): – Administrative Records of the MOLE – Minutes of the meeting of the Committee on Conventions – Report of the Committee on Application of Ratified Conventions – Recommendations of the Committee	Target (2022): One new labour standard considered for Ratification

Outputs			
1.1.1.	Constituents prioritized ratification of the fundamental ILO conventions and developed mechanisms for ratification of other relevant International Labour Standards		
1.1.2.	Constituents promoted application of ratified conventions and other relevant standards including monitoring and enforcement of laws and regulations		
1.1.3.	Constituents engaged in preparation, adoption, reporting and review of any new standard(s) including on discrimination and violence against women and men in the world of work.		
DWCP Outcome 1.2: By 2022, regulatory and policy frameworks revised or formulated to protect women and men workers, especially in vulnerable situations from unacceptable forms of work			
Partners	MOLE and its institutions, employers and workers organizations, Ministry of Social Justice and Empowerment, state labour departments, academia, research institutions	Integrated resource framework (USD)	
		Estimated to be available	To be mobilized
		USD 690,000	To be estimated
Outcome Indicators			
1.2.a	Number of measures taken for regulations, policies and programmes to protect workers in high risk sectors from unacceptable forms of work	Baseline (2017): Fragmented policy and programme measures for coverage of unorganized/ informal workers	Target (2022): Two sectors have gender responsive measures to protect workers from Unacceptable forms of work
1.2.b	Number of states incorporating changes in the implementation structure for elimination of child labour in alignment of strategies and policies to C138 and C182	Baseline (2017): Amended National legislation on Child labour in place; ILO Conventions on Child Labour C-138 and C-182 ratified but national child labour programme structure not aligned to the conventions	Target (2022): Regular reporting on the Child Labour Conventions to ILO. State and istrict programme structures of 10 states report alignment of implementation structures to the ratified conventions
1.2.c	Tools and mechanism developed and improved to better monitor, measure and inform policy to advance the realization of fundamental rights of workers in the supply chains of particular sectors and occupations	Baseline (2017): Fragmentation of policy and programmes to address Fundamental rights of workers in the supply chain. No sector specific tools on FPRW	Target (2022) One sector (Cotton) specific tool/ and mechanism to better monitor, measure and inform policy to advance the realization of fundamental rights of workers

Outputs 1.2.1 Gender responsive policies, regulations or strategies formulated to protect workers in high-risk sectors from unacceptable forms of work at national and state-level. 1.2.2 Child Labour prevention and elimination policies and strategies developed and implemented in alignment with C138 and C182. 1.2.3 Constituents developed evidence-based national and state-level strategies to advance realization of fundamental rights of workers in the supply chain in specific sectors and Occupations	DWCP 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 Relevant national development priority - Chapter 6, 7, 8, 9 and 22 of 3 year action plan of India for 2017-20, Government of India (Gol) - Chapter on Industry and infrastructure and, Social infrastructure, employment and human development of Economic Survey 2017-18, Gol - Aspirational Districts Programme - National Policy on Skill Development and Entrepreneurship 2015 - National Action Plan on Climate Change - National strategy on resource efficiency 2017 - National rural livelihood mission - National urban livelihood mission - National Policy for Women - Gol initiatives – Make in India, Startup India, Stand up India, Skill India, Digital India and others. SDG Goals Goal 1: End poverty in all its forms everywhere Goal 5: Achieve gender equality and empower all women and girls Goal 7: Affordable and Clean Energy Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation Goal 10: Reduce inequality within and among countries Goal 13: Take urgent action to combat climate change and its impacts Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development UNSDF Outcome 1: Poverty and urbanization Outcome 3: Education and employability Outcome 6: Skilling, entrepreneurship, and job creation Outcome 7: Gender equality and youth development
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DWCP Outcome 2.1: By 2022, national and state government have adopted job-rich growth strategies guided by labour market information (LMI), relevant ILS, and future of work drivers (FoW)

Partners		Integrated resource framework (USD)	
Ministry of Labour and Employment (MoLE), Ministry of Skill Development and Entrepreneurship (MSDE), Ministry of Micro, Small and Medium Enterprises (MoMSME), Ministry of Rural Development (MoRD), Ministry of Women and Child Development (MoWCD) Ministry of Statistics & Programme Implementation (MoSPI), NITI Aayog, Ministry of New and Renewable Energy, VV Giri National Labour Institute, State Governments, Planning and Labour Department, etc. Social Partners, think-tanks, industry chambers / UN organizations, World Bank etc		Estimated to be available 100,000	To be mobilized To be estimated
Outcome Indicators			
2.1.a Number of state and national economic growth policy frameworks and programmes strengthened job creation objectives, especially for women and the youth		Baseline (2017): NA (there are many employment generation programmes but 2 were influenced by ILO to have decent work dimensions in previous DWCP: MGNREGA and PMGSY)	Target (2022): 1. Atleast one public employment programme strengthen / embed Decent work Agenda 2. (Yr 2021) Atleast one state adopts an integrated road map to make progress in SDG 8
2.1.b Number of LMI informed policy, institutional and regulatory measures introduced to improve access to labour market and transition to formal employment for women and the youth		Baseline (2017): NA (PLFS is due in December 2018). Various measures have been undertaken by GoI to address informality including introduction of GST and social protection / welfare schemes. However, there are challenges due to multiplicity of these interventions and fragmented approach, National SDG framework being finalized, NSDA under MSDE is working on setting up a LMIS)	Target (2022): 1. One sector / state adopts measures to address barriers preventing women access and participation 2. Need for budgetary resources and investment in care economy recognized 3. Measures adopted for improved measurement of informality 4. LMIS framework agreed and operational

2.1.c Number of tripartite evidence-based wage determination policies, legislation, gender pay equity measures formulated, revised or adopted at national, state and sectoral level	Baseline: National minimum wage floor introduced in 1990's but legally binding. 1709 different rates across the country. As the coverage is not complete these rates are applicable for an estimated of 66 % of wage workers.	Target (2022): 1. One sector and state improves minimum wage setting mechanism building recommendation 2. Measures adopted in one state or sector to reduce gender pay gap
Outputs		
2.1.1 Constituents developed, implemented and monitored national and state-specific employment policies, and women and the youth employment actions plans with focus on ILS, environmental sustainability and formalization	National framework for integrated labour market information (LMI) systems developed, and definitions and data collection methods aligned to international standards	
2.1.2 Wage policy frameworks and tripartite / bipartite wage determination mechanisms developed or revised at national, state and sectoral level, and strategy adopted to improve gender pay equity		
2.1.3 National framework for integrated labour market information (LMI) systems developed, and definitions and data collection methods aligned to international standards		
2.1.4 Common framework on definition and measurement of informality developed and inter-ministerial coordinated strategies on formalization designed		
DWCP Outcome 2.2: By 2022, states have adopted multi-pronged skill development strategies and have improved quality and coverage of skill and employment services		
Partners	Integrated resource framework (USD)	To be mobilized
Ministry of Labour and Employment (MoLE), Ministry of Skill Development and Entrepreneurship (MSDE), Ministry of Rural Development (MoRD), Ministry of micro, small and medium enterprises (MoMSME), Ministry of Rural Development (MoRD), Ministry of New and Renewable Energy, Sector Skill Councils (SSCs), NIESBUD, NSDC, NSDA, State Skills Development Missions (SSDMs), State Labour and Planning Departments, International Solar Alliance (ISA) etc. Social Partners, think-tanks, industry chambers / associations, EU, UN Agencies, World Bank, ADB, DFID and other bilateral agencies	Estimated to be available USD 500,000	To be estimated

Outcome Indicators			
2.2.a State-wise percentage of women and the youth, including informal economy workers, in rural and urban areas with certified skills		Baseline (2017): NA 318,000 youths under PMKVY, Skill needs reports on 24 sectors released in 2017 by MoSDE)	Target (2022): 1. NSQF integrates education components 2. TVET curriculum better aligned to market needs 3. Skill needs assessment aligned to LMIS for effective design and targeting of skill initiatives
	2.2.b State-wise percentage job placement of women and the youth including informal economy workers in rural and urban areas with certified skills or apprenticeship completion	Baseline (2017): NA (Limited data available under NAPS scheme under MSDE, RPL under PMKVY flagship programme of GoI, National Career Service (NCS) portal under MOLE)	Target (2022): At least one national skill development initiative is based on labour market information, Apprenticeship training institutionalized in educational and TVET institutions in one sector or state, RPL uptake increased in sectors with high incidence of informality
Outputs			
2.2.1	Evidence-based skill needs assessment and gap analysis conducted in key labour-intensive sectors and states		
2.2.2	Skill initiatives under various States and Ministries aligned to national skills qualification and assurance frameworks (NSQF and NSQAF) and are gender-responsive		
2.2.3	National strategies on school to work transition, recognition of prior learning (RPL) and employment services reviewed and revised		

DWCP Outcome 2.3: By 2022, states have institutionalized measures that promote sustainable enterprises and transition to formalization			
Partners	Integrated resource framework (USD)		
Ministry of Labour and Employment, Ministry of Micro, Small and Medium Enterprises (MoMSME), NITI Aayog, Ministry of Textiles, Apparel Export Promotion Council (AEP), Ministry of New and Renewable Energy, Ministry of Skill Development & Entrepreneurship, Sector Skill Councils (SSCs), MSME-DIs, NIESBUD, State departments of industries, labour, planning & skills, Ministry of Corporate Affairs, etc. Social Partners, industry chambers/associations and other private sector entities, OECD, bilateral agencies, UN agencies, CSR organizations.	Estimated to be available USD 450,000	To be mobilized To be estimated	
Outcome Indicators			
2.3.a Number of states reporting increase in formal MSMEs with increased ownership by women and vulnerable groups and increased employment	Baseline (2017): 110 million (26.4 women), 20% MSMEs owned by women	Target (2022): 1 state reports increase in SDP and progress against SDG 8.4 and 9.3	
2.3.b Number of lead buyers (including MNEs) and business membership organizations promoting and supporting MSMEs to adopt responsible business practices and promoting entrepreneurship development	Baseline (2017): NA	Target (2022): Draft national strategy on natural stone mining and 1 GoI / state policy programme embeds Decent Work elements and, Lead buyers investment and reporting on responsible supply chain in line with MNE declaration	

Outputs			
2.3.1	MSMEs and MNEs/ lead buyers trained and equipped to adopt responsible management practises		
2.3.2	States adopted value chain led growth models and developed institutional capacity on systematic business environment assessment and delivery MSME development services, including entrepreneurship		
DWCP Outcome 2.4: By 2022, States have adopted policies and institutional mechanisms for safe and informed labour migration			
Partners	Ministry of Labour and Employment (MoLE), Ministry of Skill Development and Entrepreneurship (MSDE), Ministry of External Affairs (MEA), NSDA, NSDC, VVGLI, Sector Skill Councils, IOM, UNHCR, EU, State Government Labour Departments, Andhra Pradesh Non-resident Telugu society (APNRT) etc. Social Partners, think-tanks, academic institutions, industry chambers / associations, recruitment agencies, CSOs, Government of Gulf Nations	Integrated resource framework (USD)	
		Estimated to be available USD 2,340,000	To be mobilized To be estimated
Outcome Indicators			
2.4.a	Labour migration definition and measurement approaches aligned to international standard by 2022	Baseline (2017): NA (systems and definition to capture migration still evolving) Migration data is not systematically captured	Target (2022): Systematic migration data collection and reporting
2.4.b	Number of state-level strategies and programmes on the labour market governance to manage labour migration	Baseline (2017): 1 (State government of Andhra Pradesh has adopted labour migration policy)	Target (2022): 2 states
Outputs			
2.4.1	Evidence-based, gender-responsive international labour migration policies formulated, in line with ILS		
2.4.2	Constituents equipped for engagement in international labour migration discourses and provided guidance on establishing institutional and governance mechanisms		

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

Relevant national development priority

1. National policy on HIV/AIDS
2. The HIV and AIDS (Prevention and Control) Act
3. 3 year Action Plan for 2017-20, Government of India (GoI)
4. National OSH Policy 2009
5. National Health Protection Scheme (Ayushman Bharat)

SDG GOALS

- Goal 1: End poverty in all its forms everywhere
- Goal 3: Ensure healthy lives and promote well-being for all at all ages
- Goal 5: Achieve gender equality and empower all women and girls
- Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- Goal 10: Reduce inequality within and among countries
- Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable
- Goal 13: Take urgent action to combat climate change and its impacts
- Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

UNSDF

- Outcome 1: Poverty and Urbanisation
- Outcome 2: Health, Water, and Sanitation
- Outcome 3: Education and Employability
- Outcome 6: Skilling, Entrepreneurship, and Job Creation
- Outcome 7: Gender Equality and Youth Development

DWCP Outcome 3.1: By 2022, effective social dialogue and labour administration systems operational to support improved industrial relations				
Partners	Ministry of Labour and Employment, VVG National Labour Institute, Department of Labour in States, Institutes of Labour studies, trade unions, employers organizations, State Labour Departments, Labour administration machinery,	Integrated resource framework (USD)		To be mobilized To be estimated
		Estimated to be available		
		USD 60,000		
Outcome Indicators				
3.1.a Number of regulatory and institutional reforms in centre and states to improve social dialogue and tripartite mechanisms		Baseline (2017): ILC held in 2015	Target (2022): 1. 2 States level and 1 national level regulatory and institutional reform 2 Atleast 2 Indian Labour Conference convened	
3.1.b Number of new or upgraded mechanisms for redressal of labour disputes		Baseline (2017): NA	Target (2022): 1. Atleast 2 effective labour dispute resolution mechanism operational	
Outputs				
3.1.1 National, state and sector tripartite bodies periodically reviewed labour governance mechanisms and prepared action plans				
3.1.2 Innovative national and state level strategies on labour dispute resolution mechanisms designed				

DWCP Outcome 3.2: By 2022, women and men workers and enterprises benefit from safe and healthy workplaces

Partners	Integrated resource framework (USD)	
	Estimated to be available	To be mobilized
MoLE, DGFASLI, National Institute of Occupational Health, Ministry of Health, WHO, Employers' and Workers' organizations, OSH and Institute of Labour Studies at the state and centre, Gujarat Maritime Board, Ship Recyclers Industries Association	USD 80,000	To be estimated
Outcome Indicators		
3.2.a Gender-responsive national OSH Programme adopted and implemented effectively	Baseline (2017): Draft National OSH profile	Target (2022): National OSH profile approved and National OSH programme in place
3.2.b C155, C184, and C187 ratified and others promoted	Baseline (2017): 0	Target (2022): Atleast one convention ratified
Outputs		
3.2.1 National OSH programme developed in line with the recommendations of the National OSH profile referring to C 155 (Occupational Safety and Health), C. 187 (Promotional framework on OSH) and gender equality principles		
3.2.2 Constituents built awareness on workplace safety and health using ILO tools.		

DWCP Outcome 3.3: By 2022, national and state social protecting systems are better managed with coverage and increased access

Partners	Integrated resource framework (USD)	
	Estimated to be available	To be mobilized
Ministry of Labour and Employment (MoLE) and its institutions, Ministry of Health and Family Welfare; State Government Labour Departments, National AIDS control organization, Central TB Division, Employer and Workers organizations and public and private sector entities; UNAIDS; UNICEF; UNWOMEN	USD 340,000	To be estimated

Outcome Indicators		
3.3.a Number of concrete steps taken towards improved institutional policies or regulatory frameworks to strengthen governance for the delivery of social protection to organized and unorganized workers	Baseline (2017): Social security policy and programme fragmented. Different Acts and schemes for providing social security benefits to workers available. Mechanisms for universal coverage of workers still being evolved; Maternity Benefit Amendment Act 2017; Draft code on social security; National Health Protection Scheme	Target (2022): National policy framework on social security for workers developed One state takes steps for enhancing delivery of social protection to unorganized workers
3.3.b Number of measures taken to ensure access to social protection benefits to workers in specific sectors including migrants and people living with HIV.	Baseline (2017): Sectoral policies in place; Discussion ongoing on strengthening mechanisms for portability of social security benefits to migrant workers; Act and policy on HIV/AIDS exist	Target (2022): Constituents in two states ensure migrants (such as construction, domestic workers) and People living with HIV have access to social protection benefits
3.3.c. Number of concrete steps taken to develop/ implement measures aimed at social protection advocacy, education and awareness	Baseline (2017): A few awareness building initiatives exist for workers to educate them on available social protection benefits	Target (2022): Constituents in two states create awareness about availability and accessing social protection benefits
Outputs:		
3.3.1 Social protection policies or legal frameworks adopted or revised for extended coverage or enhanced benefits, in line with social security standards.		
3.3.2 Measures undertaken to ensure access to social protection benefits for workers in specific sectors, including migrants and people living with HIV (PLHIV).		
3.3.3 Constituents adopted and implemented measures for social protection advocacy, awareness and education.		

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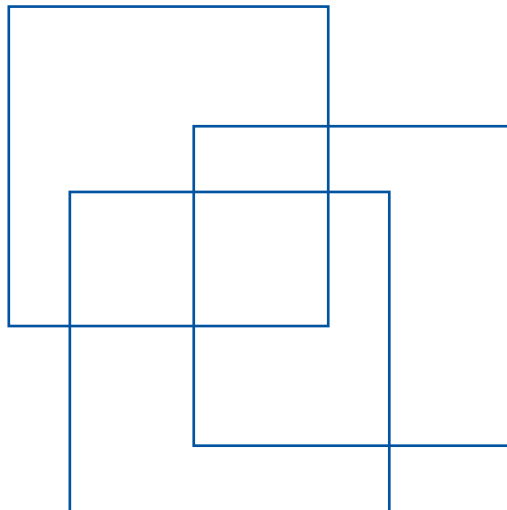
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