

Centenary Visibility Report 2019

ILO DWT for South Asia and Country Office for India



The International Labour Organization, one of the oldest UN agencies held a year of celebrations to mark its 100th anniversary in India. Throughout the Centenary year, multiple commemorative events were organized by the ILO constituents across the country to highlight the achievements of the organization and the role it plays in everyone's lives. It also became an opportunity to reaffirm the ILO's core values and vision as it prepares for its second century of work.

Outreach

MESSAGE FROM THE MINISTRY



The year began with the India's Minister of Labour, Mr Santosh Kumar Gangwar, greeting the ILO on January 1, 2019 for its centenary year by posting a special congratulatory message on the social media.

On this day, the ministry also released the ILO Centenary Logo on the Official Website of the ministry.

NATIONAL STAKEHOLDER CONSULTATION ON THE “FUTURE OF WORK” AT VVGNLI

The year 2019 began with the launch of *the Global Commission on the Future of Work* report on January 22, 2019. A *national stakeholder consultation on the 'Future of Work'* was held on February 8, 2019 by Ministry of Labour and Employment in association with VV Giri National Labour Institute to discuss how to achieve a future of work that provides decent and sustainable work opportunities for all.



CELEBRATIONS BY TRADE UNIONS

Trade Union representatives celebrated the ILO's centenary in Mumbai. Members from different leading trade unions had gathered for the *Joint Action Meeting to Eliminate Violence against Women* and took the opportunity to recognize the ILO's role in setting up Labour Standards and developing worker's organizations in the country.



CELEBRATIONS BY EMPLOYER'S ORGANIZATION



Standing Conference of Public Enterprises, All India Organisation of Employers' and Employers' Federation of India acclaimed the ILO and its contribution to India's economy at different occasions throughout the year. The members acknowledged the ILO for its technical expertise on changing trends in the world of work and accredited it for acting as a guiding force shaping the future of businesses.

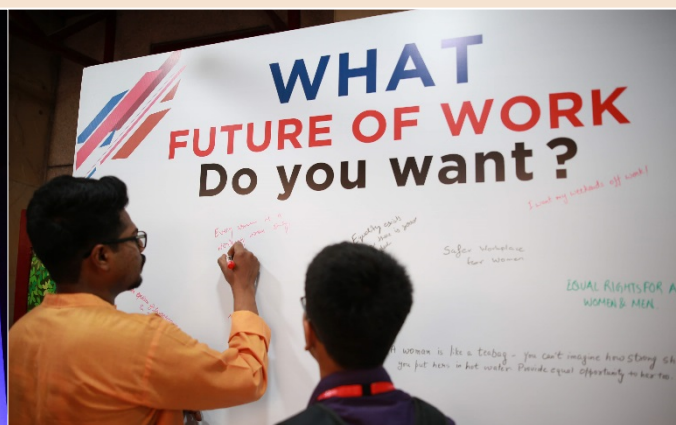
CELEBRATIONS BY STATE GOVERNMENT

Recognizing assistances by the ILO in policy strengthening and capacity development of Labour Department, State Government of Uttar Pradesh organized a daylong celebration in August 2019 at Lucknow, the state's capital. Over a thousand people attended the event, which was graced by Mr Swami Prasad Mourya, Minister for Labour in the state. "The ILO has played an important role in reducing inequalities," said the minister in his speech.



ILO GLOBAL TOUR

On April 11, 2019, the ILO India office participated in the live 24-hour “Global Tour”. It was a series of national events held in 24 countries celebrating the work of the ILO across four continents from Suva to Lima. In India, the event *We at Work: Young India*, had performances, stories and conversations around unconventional career options, work-life balance, inclusion as well as what the future of work looks like. The event witnessed participation from aspiring youth leaders and enlightening discussions about their visions.



IMPACT: ILO GLOBAL TOUR



13.7 Million +
Total Reach

18.8 Million +
Total Impressions

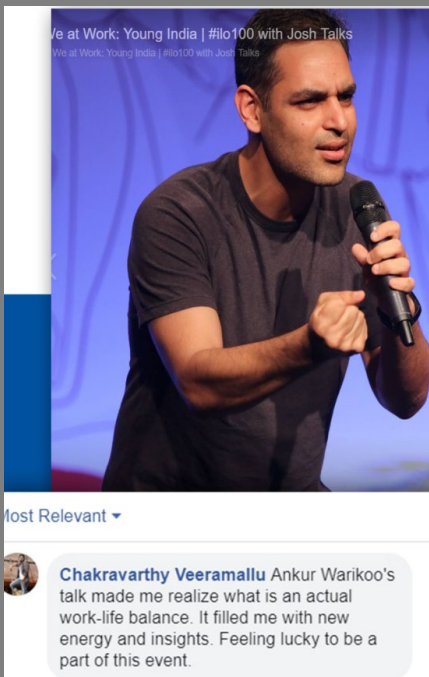
Total Social Media Impact through Facebook
Instagram, twitter and LinkedIn

340 + Audience at the event from diversified backgrounds

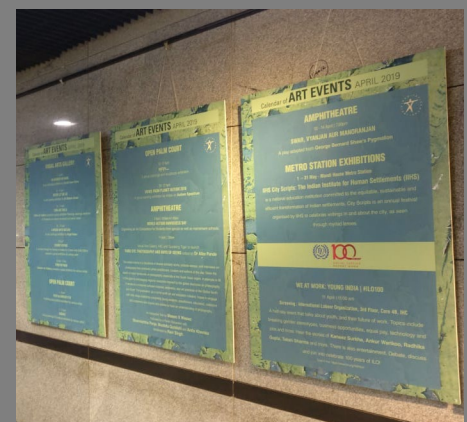


58% Students + 31% Working Professionals + 11% Policy Makers and Social Workers

Testimonials from social media



Mandi House and Jor Bagh Metro stations listed the event advertisement for free. Reaching out to over 21 million over a 30 day period.



SON RISE – FILM SCREENING WITH DIPLOMATIC CORP



Along with the Diplomatic Corps of New Delhi, the ILO India Office screened the National Award-winning film 'Son Rise' to mark International Day of the Girl Child on 10 October 2019. The film highlighted case studies of men and women trying to break away from the barriers of the deep-rooted patriarchy in the Indian society.

CELEBRATIONS BY ACADEMIA

Managers of the future from XLRI (Xavier Labor Relations Institute) Jamshedpur interacted with the ILO South Asia and India team at the seminar on the 'Future of Work'. It was interesting to see keen young minds participating in the dialogue on the future of work they want and committed to build it



CENTENARY CELEBRATIONS AT THE INDIAN SOCIETY OF LABOUR ECONOMICS



A dedicated plenary session on the ILO's centenary was a high point of the three-day 61st Annual Conference of The Indian Society of Labour Economics (ISLE). The ISLE annual conference is a unique occasion where the leading economist and labour experts including the Government's planning and policy advisors gather to share their knowledge and experiences

Media

VISTARA ARTICLE

An article was published on the April 2019 issue of the in-flight magazine of Air Vistara, India's premium private airline. The monthly reach for this magazine is 600,000.

OP-EDS

India & ILO

100 years advancing social justice

Si vis pacem, cole justitiam. If you want peace, cultivate justice. These words are inscribed in the document that lies beneath the foundation stone of the International Labour Organization's (ILO) first building in Geneva, home of the Office between 1926 and 1974.

Based on the belief that universal and lasting peace can be achieved only if it is rooted in social justice, the ILO was created in 1919 as part of the Treaty of Versailles that ended the First World War.

The War and its aftermath highlighted the exploitative and inhumane conditions under which millions of people worked around the world. It was understood that such poor treatment imperils peace and that poverty anywhere constituted a danger to prosperity everywhere. Indeed the ILO's founding documents explicitly stated that labour was not a commodity, a mere resource or production component.

To carry out these high ideals, the ILO began to set and monitor internationally-agreed standards of work through its Conventions and Recommendations. These standards are established through a tripartite consultation mechanism that engages representatives of governments, employers and workers in equal.

Interestingly, India, a British colony at that time, became one of the founding members of the ILO. It was also a co-signatory of the Treaty of Versailles. It became a permanent member of the Governing Body in 1922 as one of the 'big five' countries of industrial importance, and the only non-independent country to hold this status. The ILO supported the formation of both employer and workers' organisations in India. The ILO played a crucial role in India's struggle for independence, serving as an important international institution whose view differed from that of the British Government could be voiced. Champions of India's freedom struggle such as Bal Gangadhar Tilak, Lala Lajpat Rai, V.K. Gokhale and Pandit Jawaharlal Nehru were connected to the ILO in different capacities.

A World War II drew to an end in 1944, the Declaration of Philadelphia was brought out by the ILO. It spoke once again of the dignity of labour, and that 'all human beings, irrespective of race, creed, or sex, have the right to pursue both their material well-being and spiritual development'.



In 1951, India signed a significant technical assistance agreement with the ILO, leading to a large programme that covered a range of topics.

This was echoed in the Indian Constitution, adopted in 1950. Soon after India's independence two Asian Regional Conferences were held in New Delhi, in 1947 and 1957. At the conferences, the Indian Premier, Pt. Jawaharlal Nehru, called for not just a political revolution, but also an economic one, focusing on catering to the needs of the working people.

In 1951, India signed a significant technical assistance agreement with the ILO, leading to a large programme that covered a range of topics including employment, working conditions, occupational safety health and vocational training. Much of India's labour legislation reflects the ideals enshrined in ILO's international labour conventions.

With the end of the Cold War and accelerated globalisation in the 1990s, the ILO worked more towards protecting the interests of workers affected by the new economic order. The ILO adopted the Declaration of Fundamental Rights at Work in 1998 and the Decent Work Agenda in 1999. The former committed all ILO Member States to respect principles and rights in four areas: and to freely associate ILO fundamental.

The ILO is at the forefront of this change, working to make the future of work more human-centred.

Be a part of ILO's centenary voice. Tell us your story using #ILO100. And learn more by visiting www.ilo.org/100



The Indian delegation representing government, workers and employers at the 1957 International Labour Conference of the ILO, Geneva, 1957

Vistara | 79 | April 2019

Address the needs of the vulnerable at work

It is well-established that a safe and healthy workplace is a productive one, leading to sustainable businesses

DAGMAR WALTER



According to the recent estimates released by the International Labour Organization (ILO), 2.78 million workers disavow year from occupational accidents and work-related diseases, and 118 million workers suffer from non-fatal occupational accidents and diseases. It means that 7,500 people die every day due to unsafe and unhealthy working conditions.

In India, available government statistics show a decreasing trend in occupational injuries in manufacturing and mining sectors. However, caution is needed when interpreting the statistics as unregistered factories and mines are not covered. During 2011-16, the number of cases of occupational diseases reported to the government in India was only 962. In contrast, a scientific article published in the National Medical Journal of India, 2016, indicates prevalence of occupational diseases such as silicosis and byssinosis.

Even in countries with the most well-established data collection systems, underreporting, particularly of non-fatal occupational accidents and especially work-related diseases, is common. It is critical that India establishes efficient Occupational Safety and Health (OSH) data collection systems to better understand the situation for effective interventions.

We often overlook the needs of those who are most vulnerable in the world of work. We must address the safety and health of workers active in the micro and small enterprises, those in the informal economy and in rural and agricultural sectors. Many of these workers are women. We have to strengthen our efforts to reach out to those vulnerable groups of workers.

Let's create safe, healthy and productive workplaces.

India has been strengthening national OSH policy frameworks for providing adequate protection to workers. The government, in consultation with employers' and workers'

representatives, adopted the National Policy on OSH in 2009. India is in the process of finalising its first national OSH profile. A national action plan to promote OSH for all workers is now required. For effective enforcement, labour inspection systems need to be strengthened. Strong cooperation and information sharing among the authorities concerned with OSH should be promoted.

OSH training and information activities for small enterprises and the unorganised sector needs to be enhanced. Training of medical doctors and health professionals on occupational disease diagnosis is necessary for early detection, treatment and compensation.

Public awareness for preventing work-related accidents and diseases and improving hazardous working environments should increase. India can undertake stronger national campaigns and awareness raising activities for workers and employers. The mass media and journalists could highlight the safety and health challenges of workers in various economic sectors and disseminate information on how to mitigate accidents and diseases.

At the workplace level, the first thing to do is to establish OSH committees and involve workers for identifying hazards and improving OSH. Workers are in the frontline to notice OSH risks and implement solutions. It has been well established that a safe and healthy workplace is a productive and dynamic one, leading to sustainable businesses.

The ILO Global Commission on the Future of Work report is calling for the recognition of safety and health as a fundamental principle and right at work. The world of work is undergoing profound changes. It is important for governments, employers and workers, and other stakeholders to seize the opportunities to create a safe and healthy future workplace for all. Their day-to-day efforts to improve safety and health at work can directly contribute to the sound socioeconomic development of India. India has a comparative advantage of having a large youth population as demographic dividend. Let's include these youth in this endeavour. Young people are especially vulnerable to OSH risks and need to play an active role in finding OSH solutions.

Dagmar Walter is Director, ILO Office for India and Decent Work Team for South Asia, New Delhi. The views expressed are personal.

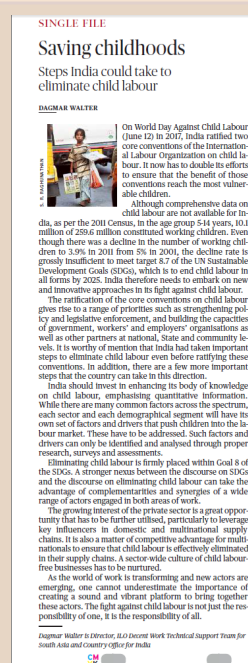
The Op-ed by the ILO India director, Ms Dagmar Walter titled "India must seize the opportunity to create safe and healthy workplace" was published in the Hindustan Times on May 20, 2019. Hindustan Times has a readership of 3.7 million people. The Op-ed was published on print editions nationally as well as [online](#).

It highlighted the ILO's Global Commission on the Future of Work report, which is calling for the recognition of safety and health as a fundamental principle and right at work. It appealed that the world of work is undergoing profound changes. It is important for governments, employers and workers, and other stakeholders to seize the opportunities to create a safe and healthy future workplace for all.

OP-ED AGAINST CHILD LABOUR

The Op-ed by Ms. Dagmar Walter titled "Saving childhoods" was published in The Hindu on the occasion of the World Day Against Child Labour on June 12, 2019. The Hindu has a readership of 225,800,000 people. The article was published in all seventeen editions nationally as well as [online](#).

It underlines how eliminating child labour is firmly placed within Goal 8 of the SDGs and demands that India should invest in enhancing its body of knowledge on child labour, emphasizing quantitative information.



Interview in ET

In the month of June, Economic Times, the highest circulated business paper in India, interviewed Ms Dagmar Walter. It was to observe the MSME day held annually on 27 June. The interviews were published under ET Rise – MSE.

June 20: [India's policies have incentivized firms to remain micro & small: ILO](#)

June 22: [India's rapid strides towards globalization cannot be a race to the bottom: ILO](#)

India's policies have incentivised firms to remain micro & small: ILO

MSMEs in India are the second largest employer after agriculture with more than a million jobs created annually.

By Shariq Khan, ET Online | Updated: Jun 20, 2019, 04:19 PM IST



Why SMEs think bigger isn't always better: ILO's Dagmar Walter explains

The International Labour Organization (ILO) is mandated to promoting social justice and internationally recognised human and labour rights. Talking to ET, Dagmar Walter, Director, ILO, Decent Work Technical Support Team for South Asia and Country Office for India, talks about the unique challenges confronting Indian MSMEs and why the country needs to do more to get a large chunk of informal enterprises to shift to the formal economy. "When the benefits of formality outweigh the costs, rates of

India's rapid strides towards globalisation cannot be a race to the bottom: ILO

Workforce inequality, wage disparity and poor working conditions in the informal sector pose a big threat to India's development.

By Shariq Khan, ET Online | Updated: Jun 22, 2019, 04:29 PM IST



Need to have development and globalisation that is people-centered: ILO

Lauding India's recent rapid strides towards globalisation, Dagmar Walter, Director of the International Labour Organization (ILO), Decent Work Technical Support for South Asia, however, has a word of caution against the very composition of its MSME sector. Comprising of a large informal sector, if left unchecked, could lead to many unwarranted ramifications, including a rise in wage disparity and workers' inequality [on many counts].

100 years of ILO, and the future of jobs and social justice

Jinoy Jose P | Updated on July 25, 2019 | Published on July 24, 2019

f t in e s o



ILO hits a ton; that's great news!

Indeed. The International Labour Organisation will become 100 years old in October, and the celebrations have already begun. You may recall the ILO was set up as an arm of the League of Nations barely a year after World War-I ended in 1918, as part of the Versailles Treaty. Ever since then, the global labour watchdog has played a pivotal role in highlighting labour issues across the globe, triggering debates that led to policies that eventually helped improve the conditions of workers worldwide. In fact, the formation of ILO was based on the belief of its founders (which included unionists and politicians etc) that we can achieve "universal and lasting" peace only if it is based on social justice.

Indian Express, a strong political newspaper in the country published [a centre spread](#) on op-ed page highlighting the importance of C190.

The Hindu Business Line – Special feature

The Hindu Business Line, a respected publication from Southern India carried [a special feature](#) story on ILO's Centenary year.

The feature highlighted that the 100 years of ILO reminds us that work may not be worship, but decent work and decent pay is essential for establishing social justice.

For a safer world of work

ILO convention on the human right to freedom from sexual harassment expands and deepens the rights of working people. The issue needs Parliament's attention



UPENDRA BAXI

ALTHOUGH INDIA is among the very few erstwhile colonies to have signed the treaty that established the International Labour Organisation (ILO), the country's Parliament, mass media, and human rights and social movement activists remain too preoccupied with other issues to pay attention to some of the landmark events associated with the agency's centenary celebrations. Although in a welcome move last year, the Union home minister issued directions to states to ensure that Internal Complaints Committees to examine the issue of sexual harassment at the workplace are constituted, only benign neglect has so far greeted the ILO's Convention and Recommendation on the human right to freedom from sexual harassment and violence in the "world of work". Issues like national security are important but sexual violence and harassment at workplaces is so widespread that one hopes the issue will receive due, effective and expeditious attention in Parliament's next session.

The ILO adopted the Convention and the Recommendation at the 108th meeting of the International Labour Conference, held in Geneva from June 10 to 21, it was attended by more than 5,700 delegates, representing governments, workers and employers from the agency's 187 member states. These were the first set of instruments to be enunciated by the International Labour Conference since 2011, when the Domestic Workers Convention was adopted. Conventions cast legally binding obligations whereas Recommendations offer valuable advisory pathways. And the history of ILO archives the importance of both.

Of the 476 delegates, 439 voted for the treaty, seven voted against it, and 30 abstained. Interesting was the policy reversal by the US, which chose to vote in favour of the Convention though it did not vote for the Recommendation. Widely reported, too, is the fact that the governments that stood up

for stronger protections included those of Uganda and Namibia (which led the African group of states), the European Union group led by France, as well as Canada, New Zealand, the Philippines, and many Latin American and Caribbean states. India probably played a leading role, too, but remained off the media radar.

The treaty's scope is undoubtedly wide. It covers not just workers, trainees, those whose employment has been terminated, job seekers, and interns, but also applies to both the formal and informal sectors. It also extends to third parties, such as clients, customers, or service providers. The treaty is unique, for no domestic law has gone this far. Indeed, the World Bank's 2018 report, unsurprisingly, found that as many as 59 out of the 189 countries had no specific legal provisions covering sexual harassment in employment.

The "world of work" is a concept invented by the ILO and includes all employees "as defined by national law and practice, as well as persons working irrespective of their contractual status, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, job-seekers and job applicants, and individuals exercising the authority, duties or responsibilities of an employer". The Convention's Article 2 further "applies to all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas". This is a wide sweep, but note that it was accepted by a tripartite body, representing workers, employers, and the states.

The terms "violence and harassment" in the world of work refer to the same phenomenon. Not only is discrimination violence but it is also harassment—"a range of unacceptable behaviours and practices, or threats thereof", whether singly or repeated, that "aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment". And Article 1 further renders impermissible violence/harassment directed against LGBT and inter-sex communities. This marks a great normative advancement. The Convention also recognises the prevalence of same-sex violence.

The Convention also significantly advances the state's obligations to "respect, promote and realise the fundamental principles and rights at work". These include: One, "the freedom of association and the effective

The importance of the Convention in reinforcing the rights of the working peoples in the world of work cannot be overemphasised, given the global conversations about making the planet safe for investors. Any law reform agenda that only promotes the rights of capital overlooks the simple fact that labour contributes as much, if not more, to profit-making.

recognition of the right to collective bargaining"; two, "the elimination of all forms of forced or compulsory labour"; three, "the effective abolition of child labour"; and four, "the elimination of discrimination in respect of employment and occupation, as well as promote decent work" (Article 5).

The importance of the Convention in reinforcing the rights of the working people in the world of work cannot be overemphasised, given the global conversations about making the planet safe for investors. Any law reform agenda that only promotes the rights of capital overlooks the simple fact that labour contributes as much, if not more, to profit-making.

Articles 7-12 of the Convention impose obligations upon member states to frame laws, regulations, and policies to effectively arrest sexual harassment and violence at work. These obligations are not effete. The public authorities have a specific role in the case of workers in the "informal economy". They have to now identify the "sectors or occupations and work arrangements" in which "workers and other persons concerned are more exposed to violence and harassment" and "take measures to effectively protect such persons" (Article 8). The obligation here is not just to denounce unfair labour practices. Rather, it specifically defines a proactive administration, which has duties of care and concern to the systemically disorganised labour. Such identification must occur "in consultation with the employers' and workers' organisations concerned and through other means". In other words, the identification in order to be effective has to be participatory and reflexive, not just routinely bureaucratic.

One hopes that the centennial ILO Convention and Recommendation will have resonance with the UN's Open-Ended Intergovernmental Working Group on Transnational Corporations and other Business Enterprises With Respect to Human Rights. In the interim, one also expects the civil society and the state in India to engage more imaginatively and vigorously with the ILO Convention and Recommendation, which already stand implicit in the Directive Principles of State Policy of the Constitution.

The writer is professor of law, University of Warwick, and former vice-chancellor of Universities of South Gujarat and Delhi

International Labour Organization, India was mentioned in over 230 News Articles in year 2019

Publications

INDIA AND THE ILO

This book is a joint effort of the ILO Decent Work Team for South Asia and Country Office for India and our constituents from Government, Trade Unions and Employers.

It is authored by a known historian and academic Dr Prabhu P. Mohapatra from the Department of History at the University of Delhi (DU). It would be released at a special centenary event organised by Government of India on January 22, 2020 at New Delhi, India by Mr Santosh Gangwar, Labour Minister of India.



LABOUR AND DEVELOPMENT SPECIAL EDITION

VVGNI, India's premier labour institute publishes annual magazine – Labour and Development. The June 2019 issue of the magazine was dedicated to India and ILO 1919-2019 carrying six articles and two photo features.

Video

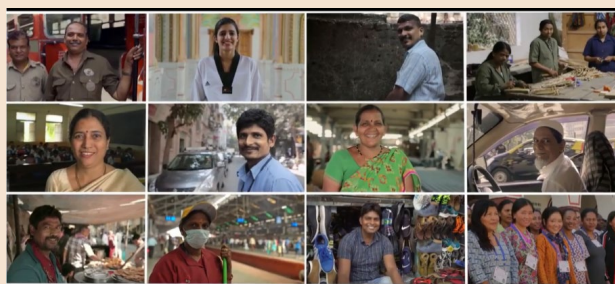
ILO INDIA: 100 YEAR JOURNEY

An animation video capturing the ILO's journey in India was developed and widely showcased at events, meetings and conferences attended by the ILO staff members.

This video introduces the work of the International Labour Organization in India. It highlights the uniqueness of the ILO, being the only tripartite United Nations agency. It also explains how it brings together government, employer and worker representatives from 187 Member States to set labour standards, develop policies and devise programmes to promote decent work for all women and men.



PRAGATI

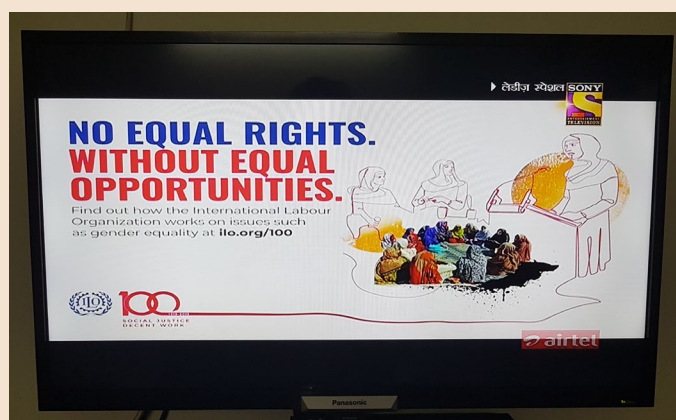


This inspirational video song brings glimpses from the lives of working people in India. The song titled 'Pragati' or progress gives a call demanding Decent Work for All. The video highlights the message of decent work for all men and women and building a world of work that is fair, equal and prosperous.

The song has become an anthem for the meetings where ILO staff and constituents are representing the Decent Work Agenda

ILO GLOBAL CAMPAIGN ON SONY TV

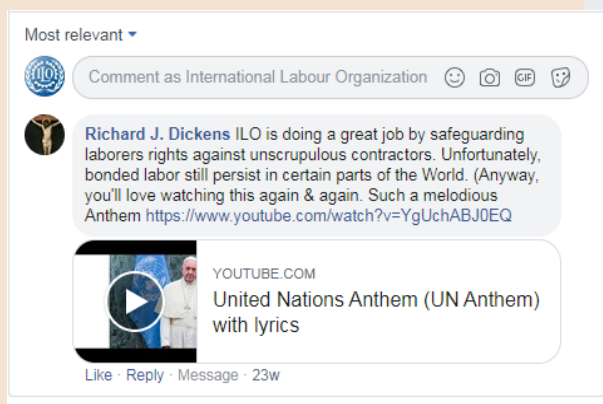
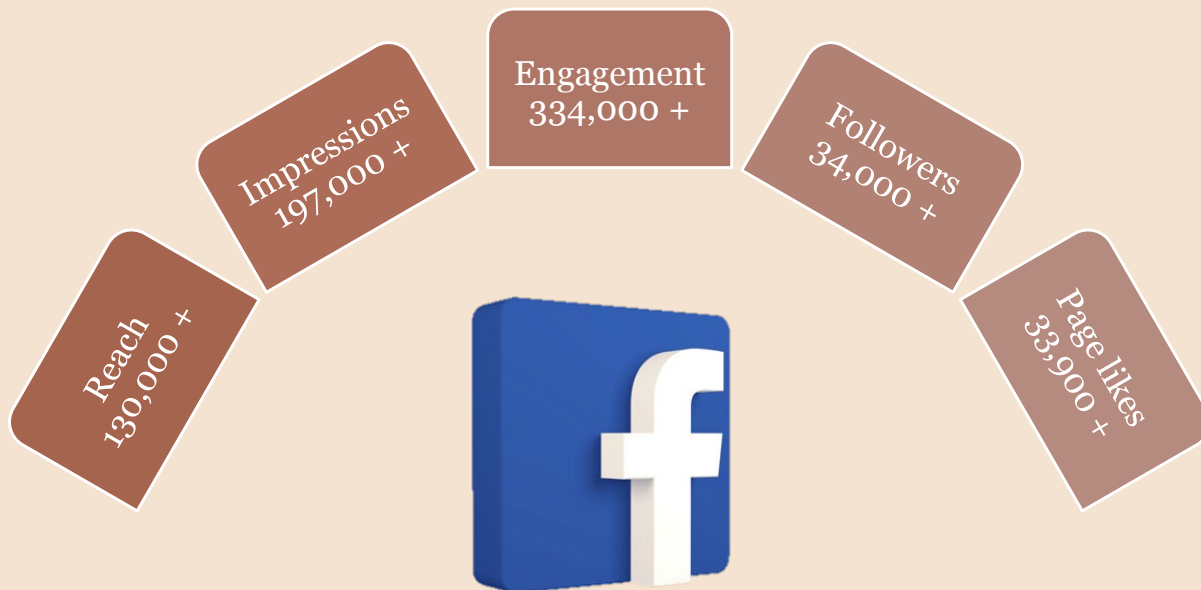
With support from Advocacy team in Geneva, the ILO global campaign spots were run on Sony Television channels in India. Within two weeks of broadcast, the ILO campaign messages were screened for over 20 hours of free time on 28 channels. These channels reach about 700 million viewers.



Social Media

FACEBOOK

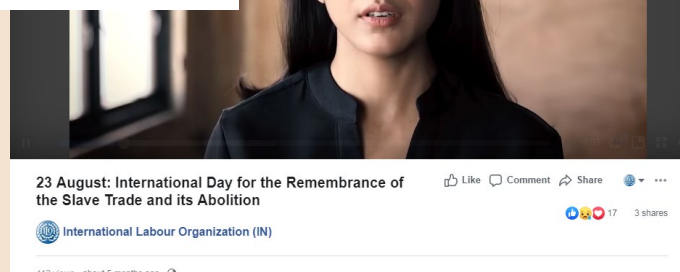
The Facebook page of the ILO India office reaches out to over 440,000 followers and the popularity is growing. This year the page added 34,000 + new followers. The Facebook page played a key role in promoting the centenary activities and key initiatives of the team with over 334,000 engagements with its audience.



Comments from the followers on FB page



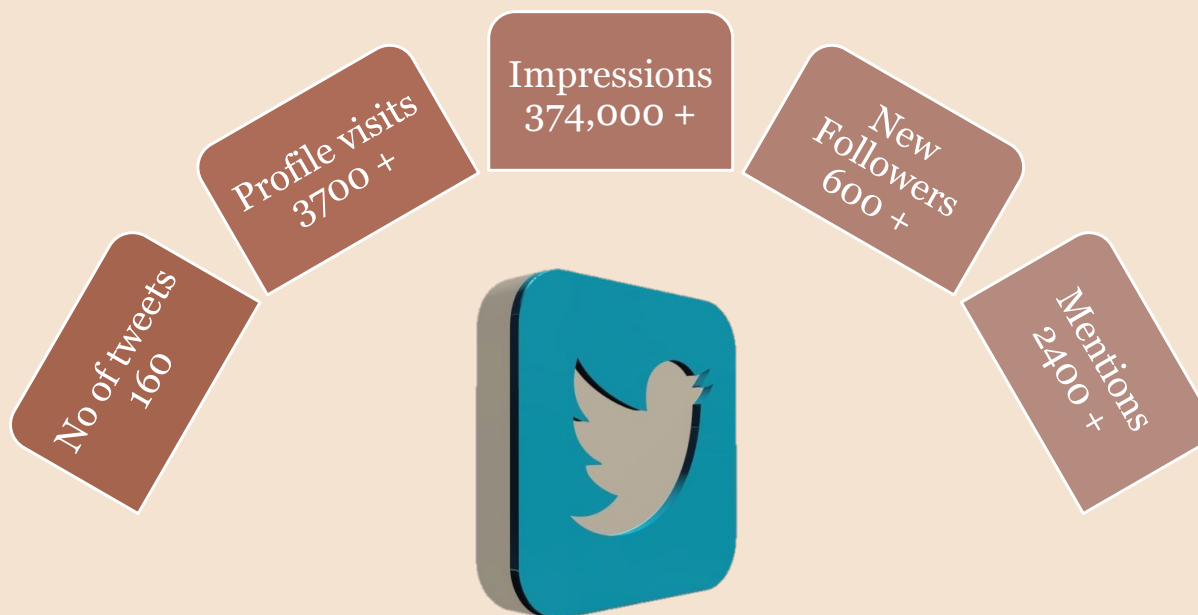
Social media launch of new brand identity



Leading Bollywood actress Mrunal Thakur's video on 50 for freedom campaign

TWITTER

The ILO India's twitter account is just one year old and has more 2100 followers. The account however has managed to make over 374,000 impressions on the channel and has been an active tool to engage with the political and other like-minded organisations. `



Engagement with youth on future of work ideas



Collaboration with Ministry of Labour and Employment on Anti Child Labour Campaign and launch of music video on twitter.



“Thank You.

All our constituents, partners, media colleagues and well wishers, for making this a memorable year. Along with your support, we will strive to attain the goal of Decent Work for All.”

- From ILO Decent Work Team for South Asia and Country office for India.

International Labour Organization

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