



International
Labour
Organization



Promoting Decent Work in India

Update from
July to September
2021

With a series of key events, months of July to September, have spurred the engagements of the ILO and its constituents. As the country recovers from the COVID-19 pandemic, we have stepped up our efforts to advance social justice and promote decent work.

As a noteworthy development, ILO's Global Call to Action for a human-centred recovery from the COVID-19 crisis, adopted by the constituents at the International Labour Conference in June, has been endorsed by the Labour and Employment Ministers (LEMM) of the five BRICS economies.

The LEMM Declaration, issued at the end of the BRICS Ministers' virtual summit on 15 July 2021 held under the presidency of India, demonstrated commitment of BRICS countries to build back better from the crisis.

ILO DG, Guy Ryder said,

“The Global Call outlines a comprehensive agenda to ensure that the recovery is inclusive, sustainable and resilient, and based upon fundamental principles and rights at work. We welcome BRICS Ministers' support for human-centered recovery from COVID-19.”

► Highlights

BRICS India 2021

Declaration adopted by BRICS LEMM

Read the Declaration adopted by the labour and employment Ministers of BRICS, endorsing ILO's Global Call to Action for a human-centred recovery from the COVID-19 crisis [here](#).

ILO Director-General Guy Ryder's address to the BRICS 7th Labour and Employment Ministerial Meeting can be [read here](#) and read the press release issued on the occasion here [ILO welcomes BRICS Ministers' support for human-centred recovery from COVID-19](#).



World Social Protection Report



More than 4 billion people still lack social protection

This ILO flagship report provides a global overview of recent developments in social protection systems, including social protection floors, and covers the impact of the COVID-19 pandemic.

Read the [report here](#). Access the press release and video released on the occasion of launch [here](#).

Our recent knowledge products



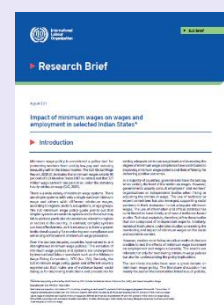
WISCON (Work Improvement for Small Construction Sites) manual

This action manual can be used for improving safety, health and working conditions on small construction sites by employers, supervisors and workers. [Read here](#).



Impact on labour supply due to COVID-19 containment measures in India: An informal employment analysis

This study looks at the employment situation in India, laying particular emphasis on informal employment. [Read here](#).



Impact of minimum wages on wages and employment in selected Indian States

This paper attempts to gauge the impact of minimum wages on wages and employment in selected States and industries in the Indian context using the NSSO Periodic Labour Force Surveys 2017-18 and 2018-19. [Read here](#).

► Main activities

In line with the India Decent Work Country Programme (DWCP 2018-22)

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

- Through Asia Regional Child Labour (ARC) project, the ILO has initiated discussion with the Labour Department, Uttar Pradesh, for a research on **'School to Work Transition'**. The research would contribute to strengthening social security for the children engaged in labour.
- ILO continues to engage with the constituents on the new Labour Codes through consultative workshops and meetings.
 - A technical review with Trade Unions (TUs) was held for **reviewing draft Social Security rules** along with the subject experts from academia and the ILO; and
 - A virtual consultative workshop on the **'Social Security Code and Strengthening of Social Protection System in India with particular reference to Eastern India'** (Bihar, West Bengal, Jharkhand and Odisha) was organized. This jointly organized meeting of ILO and Institute for Human Development (IHD), witnessed 130 participants including policymakers, government representatives, employers and workers organizations, members of civil society organizations and academic experts

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.

- Enabling young entrepreneurs to overcome the setback from Cyclone Taukte and COVID-19, ILO and UNV have jointly trained 80 youth from Gujarat and Odisha on **Start and Improve Your Business (SIYB)**. By November 2021, the aim is to guide 200 youth on livelihood recovery through self-employment with support from Ministry of Youth Affairs and Nehru Yuva Kendras.
- On World Youth Skills Day (WYSD), ILO, UNRC, UNDP, UNIDO, UN Women and UN Volunteers jointly organized a discussion on **'Skilling for Inclusive and Green Recovery'**. With participation from the representative of Ministry of Skill Development & Entrepreneurship (MSDE), UN agency heads in India, industry experts and academia, the event brought forward the challenges and solutions for 'Green Recovery'. The event broadcast is available on the [UNDP's Facebook page](#).



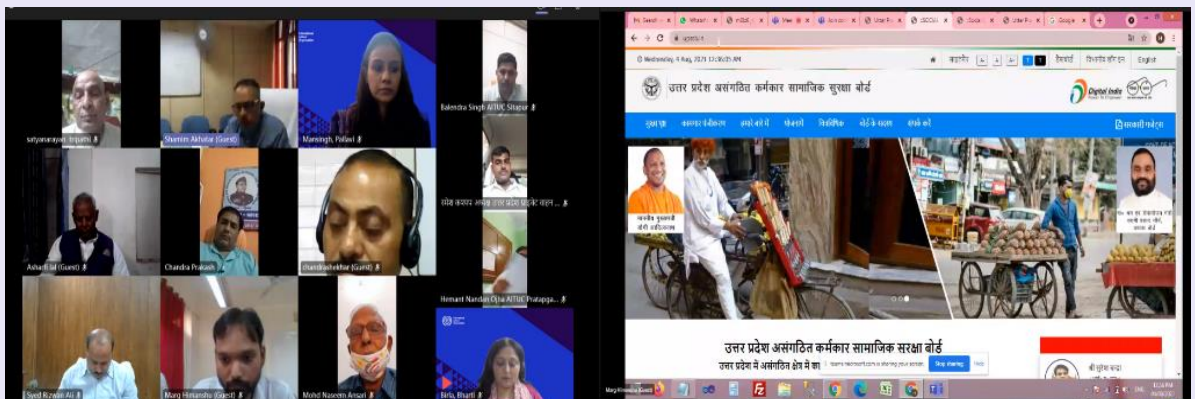
Opening remarks at WYSD event by the UN Agencies-UNDP, ILO, UN WOMEN, & UNIDO.

Special remarks by Ms. Juthika Patankar, Additional Secretary, Ministry of Skill Development and Entrepreneurship, GOI

► Main activities

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- Discussions have been initiated with National Council for Vocational and Educational Training (NCVT) and their team on **aligning National Skills Qualification Framework (NSQF) to international standards**. The suggestions made by the ILO technical experts are under consideration and are expected to improve the skill recognition of the Indian institutions abroad.
- ILO has initiated discussion on conducting **scoping study on 'Just Transition in Coal'** sector with Ministry of Labour and Employment (MoLE) as a part of International Climate Initiative (IKI) Global initiative.
- The Knowledge Development Series on **Formalization in BRICS Countries**, in collaboration with ILO's International Training Centre (ITC) Turin and Partnership Development (PARDEV) department witnessed wide participation from constituents in BRICS countries as well as Vietnam and Azerbaijan. The knowledge products especially technical papers from the series are expected to shape the formalization policies of the participating countries.
- To promote **registration of home-based and informal workers** with Uttar Pradesh State Social Security Board, ILO's Sustainable Global Supply Chains in South Asia (SGSC-SA) project organized a meeting between State officials, TU leaders and project partners. Social Security Board explained the entitlements and benefits that can be accessed by informal and home-based workers through enrolment in the board and the process and steps to enrol and the participants agreed to share the information widely among their stakeholders.



Presentation being made at by the UP State Social Security Board officials to members of TU at virtual meeting organized by SGSC-SA

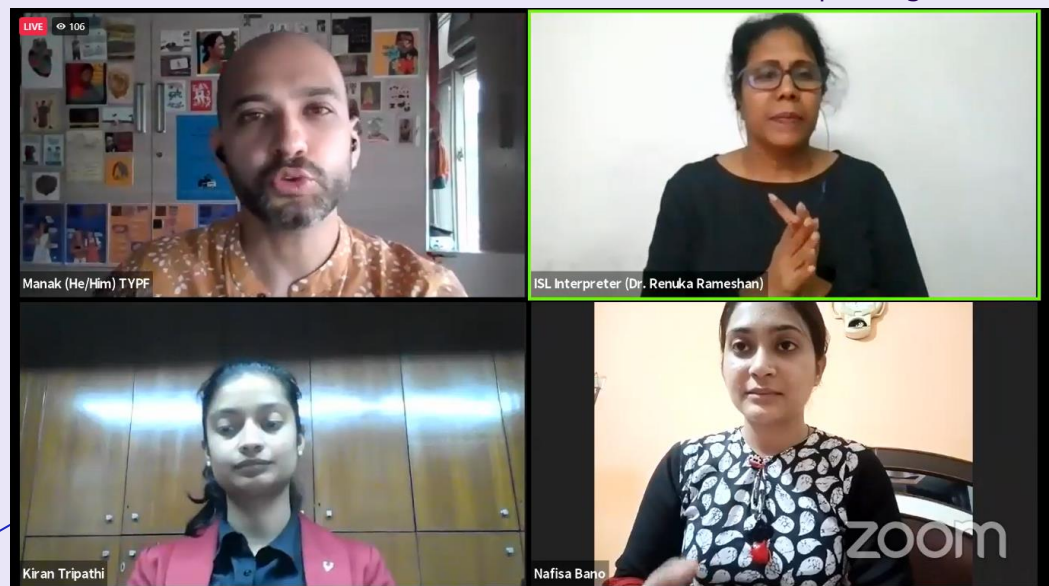
- The project SGSC-SA also led a workshop on **Sustaining Enterprises and Business Continuity Planning** (for Small and Medium Enterprises in Garment Sector) for units in Tirupur, Tamil Nadu.
- As part of **the Common Country Assessment** of UN, ILO and UNIDO organized a stakeholder consultation with private and public sector, MSMEs, cooperatives, employers organisations, cooperatives, trade unions and industry associations.
- To understand **emerging skill needs in the United Kingdom's (UK) health sector** and to support MSDE to design necessary skill development interventions for mobility of Indian health workers to UK, ILO and India Centre for Migration (Ministry of External Affairs – MEA think tank) have initiated a series of multi-stakeholder consultations.

► Main activities

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- The inter-agency group on Partnership for Action on Green Economy (PAGE) involving ILO, discussed ongoing policy developments in India to further **strengthen green economy in the country**.
- Promoting Sustainable Enterprises in India (PSEI), project has initiated discussion with State Government of Odisha **to discuss potential synergies with ongoing state initiatives on MSME** development, especially announced by the Government as part of COVID-19 economic rebuilding efforts. The project team also held meetings with Korea Start-up Centre and India Chamber of Commerce in Korea (ICCK) to identify areas for bilateral collaboration between both the countries on joint ventures, technology transfer, business networking and supply chain development.
- On the occasion of **International Youth Day** a 'One UN Youth Dialogue' in partnership with UNV, UNDP, UN Women, UNFPA, UNICEF, YuWaah, WHO, UNAIDS, UNHCR, ILO, UNEP, and the Ministry of Youth Affairs and Sports was organized. [Watch the broadcast here](#). Nafisa Bano, an entrepreneur supported by ILO-UNV SIYB programme in Odisha, represented young women from rural India and shared about the need for life skills and upskilling.

*Young
entrepreneurs
speaking at the
IYD One UN event*



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

- To develop documentation of '**Labour Dispute Resolution mechanisms**', a series of virtual discussions were held. In Telangana, more than 25 TU members participated in the discussion providing inputs towards the processes, challenges and priorities to be addressed through policy development.
- Prioritizing the need for formalization of economy, virtual consultations on '**Towards Strengthened Social Dialogue in India's Informal Economy**' were organized with TUs and Employer's organization. The consultations were aimed at identifying platforms for connecting the employers and workers from informal sectors to hold regular interaction and exchanges.

► Main activities

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

- The project 'Technical support to Employees' State Insurance Scheme (ESIS) for improving and expanding access to health care services in India – A transition to formality' organized a series of discussions with the constituents:
 - Findings and **recommendations from the diagnostics and beneficiary surveys** were shared with the Employees' State Insurance Corporation (ESIC)
 - ILO's experience of working with the ESIC and key learning and recommendations from the project were shared at the **'Panel Discussion on Health Financing Arrangements for Universal Health Care'** organized by the P4H Network, Access Health International (AHI) and India Health Systems Collaborative (IHSC).
 - An online technical session on **'Strategic Purchasing for Social Health Insurance for the ESIC'** was held with the ESIC officials. Government appreciated timely cooperation of ILO on this subject given the ESIC's plans to extend its services to cover unorganized workers in the gig and platform economy under the Social Security Code 2020.



Orientation meeting for the new and old ESIC officials held at ESIC HQ.

- Setting a new milestone, two **Workers' Information and Support Centres (WISC)** have been set up – one in Tamil Nadu and another one in New Delhi. WISC will be TU led hubs for information dissemination particularly for the vulnerable workers to protect their labour rights. The Honourable Minister for Labour and Employment, Mr Bhupender Yadav, was the chief guest at the New Delhi launch event, while in Tamil Nadu State Labour Minister Mr C V Ganesan launched the centre. ILO supported TUs to adapt and launch the WISC through a series of virtual consultations held with the States of Maharashtra, Tamil Nadu, Bihar and Delhi.
- Through the project 'Safety and Health for Plantation Workers in tea Sector, Assam'
 - A consultation with the Employers Organizations/Associations was organized where representatives shared experiences towards **improving the Occupational Safety and Health (OSH) conditions for tea plantation** workers along with their experiences/challenges like the need for awareness generation, hygiene and behavioural change. Employers reiterated the need to improve the OSH conditions, including the needs specific to gender and those of the small tea growers.
 - Inputs were sought from the Labour Department of Government of Assam to finalize the project work plan. Government of Assam welcomed the proposed activities, especially in the areas of cooperation with the other departments and welcomed the capacity building measures for the labour inspectors.

► Main activities

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

- ▶ A **'Guide on Advocacy for South Asian EBMOs'** was launched. The resource is deemed important on the backdrop of COVID-19 crisis as EBMOs needed support to promote their advocacy objectives.
- ▶ To create more decent and sustainable employment in the garment sector, **The Factory Improvement Toolset (FIT)** was discussed. It is a self-facilitated, activity-based programme designed by the ILO. FIT supports manufacturers in global supply chains to improve productivity, competitiveness and working conditions by upgrading production systems and factory practices. A workshop with interested MSMEs to adapt FIT and a discussion on the launch of this programme in India is in the pipeline.
- ▶ Through project 'Paving the way for sustainable development of Natural Stone Industry'
 - An **OSH awareness camp** in collaboration with the State Government of Rajasthan was organized in Karauli district. 40 workers and employers from the stone processing units, mostly informal, participated at the camp.
 - An **inter-regional dialogue "Promoting a sustainable and resilient natural stone industry in Rajasthan : Unveiling the Rajasthan Natural Stone Strategy 2021-2025"** was held. ILO presented the broad contours of the sectoral strategy to the stakeholders, while Government Officials presented their initiatives for the sector. The open discussion witnessed statements from the employers and workers from Rajasthan and EU in support for the adoption of the strategy, besides issues for further inclusion.

► Media

- ▶ ILO, UNIDO, UNDP and UN Women jointly authored an OP-ED in the daily guardian titled [Reigniting Indian MSMEs for Inclusive, Sustainable Recovery and Growth](#)
- ▶ The citizen.in a news portal quoted ILO National Project Coordinator Neha Wadhawan in the article on domestic worker's issue [The Visible Invisible - Delhi's Domestic Workers Face Abuse and Neglect](#)
- ▶ A new impact story was published about how introduction to FPRW is changing lives of farmers in Telangana. Read here - [Sustainable cotton farming brings better lives for farmers and their families.](#)
- ▶ **On Social media**



Lord Tariq Ahmad of Wimbledon tweeted about the Work In Freedom project.

[Check tweet here.](#)



ILO and UNICEF joint campaign against Child Labour continues to promote messages on 12th of every month.

[Check here.](#)