



International
Labour
Organization

► Decent Work Country Programme for INDIA

2023-2027



► Decent Work Country Programme for India (2023–2027)

For and on behalf of:

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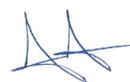
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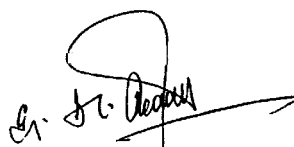
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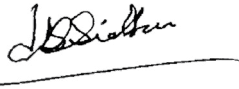
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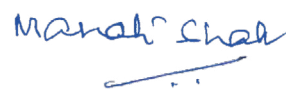
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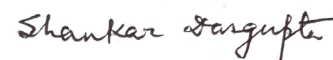
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▶ Decent Work Country Programme for India

2023-2027





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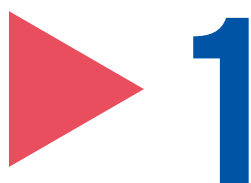
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► Abbreviations



AI	Artificial Intelligence	LiFE	Lifestyle for Environment
CCA	Common Country Analysis	LMIS	Labour Market Information System
CSR	Corporate Social Responsibility	MoLE	Ministry of Labour and Employment
CTU	Central Trade Union	MSME	Micro, Small and Medium Enterprises
DAC	Development Assistance Committee	NEET	Not in Education, Employment or Training
DGFASLI	Directorate General Factory Advice Service and Labour Institutes	NITI	National Institution for Transforming India
DGLW	Directorate General Labour Welfare	NSSO	National Sample Survey Organisation
DWCP	Decent Work Country Programme	OECD	Organisation for Economic Co-operation and Development
DWT	Decent Work Team	OSH	Occupational Safety and Health
EBMO	Employer and Business Membership Organization	PLFS	Periodic Labour Force Survey
EO	Employers' Organization	PSU	Public Sector Undertaking
EPFO	Employees' Provident Fund Organisation	SCORE	Sustaining Competitive and Responsible Enterprises
EPIC	Equal Pay International Coalition	SIYB	Start and Improve Your Business
ESIC	Employees' State Insurance Corporation	SDG	Sustainable Development Goal
FLFPR	Female Labour Force Participation Rate	SNA	System of National Accounting
FPRW	Fundamental Principles and Rights at Work	SRM TWG	Standards Review Mechanism Tripartite Working Group
GDP	Gross Domestic Product	SSE	Social and Solidarity Economy
GVC	Global Value Chains	TVET	Technical and Vocational Education and Training
ICLS	International Conference of Labour Statisticians	UNIDO	United Nations Industrial Development Organization
ILO	International Labour Organization	UNRCO	United Nations Resident Coordinator's Office
ILS	International Labour Standards	UNSDCF	United Nations Sustainable Development Cooperation Framework
IMF	International Monetary Fund	VVGNLI	V.V. Giri National Labour Institute
IOE	International Organisation of Employers	WASH	Water, Sanitation and Hygiene
IPEC	International Programme on the Elimination of Child Labour		
ITC	International Training Centre		





Introduction

The Decent Work Country Programme (DWCP) for India 2023–2027 offers a roadmap to guide the contributions of the International Labour Organization (ILO) to India's Decent Work agenda for the next five years. This DWCP is the fourth successive one formulated by the ILO and its tripartite constituents in India, since 2007.

The DWCP for the period of 2018–2022 was formulated with the overarching objective of “Creating a more decent future of work through better quality of jobs, transition to formal employment and environment sustainability” (ILO 2018a). This vision was enriched by the mandate of the ILO Centenary Declaration for the Future of Work, 2019. However, as a large part of the implementation period of the DWCP for India 2018–2022 coincided with a period of unprecedented global uncertainty largely driven by COVID-19 pandemic and its aftermath, the implementation of the DWCP for India 2018–2022 was adapted to provide immediate support to constituents to help them cope with the global pandemic. Further, the ILO's “for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient”, has provided additional guidance for the ILO and its constituents in India during the last two years of the previous DWCP.

In 2023, as India forges ahead into its 76th year of independence and assumes the presidency of the G20, the country has focused its efforts on its key priorities of strengthening resilient and job-rich economic growth, climate action and advancement of gender equality and women's socio-economic empowerment. Thus, the beginning of this DWCP comes at a historic juncture in India's development journey. Endowed with a youthful labour force – its potential ‘demographic dividend’ – a vibrant start-up ecology and a thriving service economy, the nation aspires to transform itself into a mature, developed and largely green economy in the next 25 years, when it celebrates the centenary of its independence. Consequently, the global success

of the 2030 Agenda for Sustainable Development (2030 Agenda) depends on India, whose population represents one sixth of humanity but accounts for between a quarter and half of the Sustainable Development Goals (SDG) burden.

The DWCP for India 2023–2027 is firmly grounded in the main strategic pillars of the ILO's Decent Work Agenda (employment, universal social protection, social dialogue, and fundamental rights at work, including health and safety at the workplace), the relevant ILO standards, and the SDGs, in particular SDG 8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. It is also embedded in the three core pillars of the ILO Centenary Declaration for the Future of Work, 2019: “Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work”; “Strengthening the capacities of all people to benefit from the opportunities of a changing world of work”; and “Strengthening the institutions of work to ensure adequate protection of all workers”.

The DWCP for India 2023–2027 is based on recent analytical work, including the United Nations Common Country Analysis (UN CCA), consultations with government, workers' and employers' organization representatives as well as other key stakeholders at the national and state levels. The strategy is aligned with the 2023–2027 United Nations Sustainable Development Cooperation Framework (UNSDCF) for India and supports the country's efforts toward the achievement of the 2030 SDGs.

The timeframe of the DWCP for India 2023–2027 is coterminous with the UNSDCF. The process of developing the DWCP in consultation with constituents began in the latter half of 2021 as part of the UN CCA and the UNSDCF for 2023–2027. The ILO Decent Work Team for South Asia and Country Office for India (DWT/CO-New Delhi) organized a

series of meetings/discussions with constituents and led by the UN Resident Coordinator's Office (RCO), it facilitated their participation in the UNSDCF formulation process. The ILO also organized briefings for the Ministry of Labour and Employment (MoLE) and workers' and employers' organizations, facilitating discussions on their priorities for the Cooperation Framework.

Based on joint and individual discussions with constituents, the 'Approach paper on Decent Work and Employment for Common Country Analysis (CCA)' was prepared. This was followed by two separate papers on the economic and labour conditions in India through the lens of the COVID-19 pandemic, highlighting the priorities of workers' and employers' organizations for the UNSDCF. In August 2021, the RCO organized stakeholder consultations on the UNSDCF, and employers' and workers' representatives participated in discussions on economic growth and decent work under the prosperity pillar of the Cooperation Framework. To strengthen this work, in April 2022, the MoLE provided strategic directions on the government's priorities for the prosperity pillar. Thus, the India CCA and the UNSDCF reflect the priorities of tripartite constituents.

The DWCP for India 2023–2027 is firmly anchored in Outcome 4 of the prosperity pillar of the UNSDCF (2023–2027): "By 2027, people will benefit from and contribute to sustainable and inclusive growth through higher productivity, competitiveness and diversification in economic activities that create decent work, livelihoods, and income, particularly for youth and women". The ILO is the lead agency for UN action on Outcome 4, with the United Nations Industrial Development Organization (UNIDO) acting as the co-lead. The DWCP contributes to Outcome 6 (the participation pillar) of the UNSDCF as well: "By 2027, a strengthened and more coordinated, inclusive, and accountable governance system is in place at the national and local levels enabling all people, especially most marginalized and vulnerable, to be protected, empowered, engaged, and enjoy human rights and social justice, and lead their lives with respect and dignity".

Finally, the DWCP for India 2023–2027 contributes to the UNSDCF's pillars on people (health and well-being and quality education); planet (environment, climate, water, sanitation and hygiene (WASH), and resilience); and participation (inclusive communities and institutions, diversity, and leaving no one behind).

The preparatory work for the DWCP featured consultations with tripartite constituents on their priorities. Further, the priorities highlighted during the 'Tripartite national dialogue on Global call to action for a human-centred recovery from COVID-19 crisis in the context of India' on 10 December 2021 made concrete the constituents' expectations from the next DWCP.

As part of preparing the DWCP for India 2023–2027, in-depth discussions were held with constituents, building on the priorities submitted for the UNSDCF. Separate consultations were also held with constituents to identify their priorities for the DWCP in 2022. The tripartite constituents endorsed the priorities and the outcomes at the DWCP validation workshop held on 29 November 2022.

The DWCP for India 2023–2027 builds on two additional key processes – a forward-looking review of the DWCP for India 2018–2022 and a detailed macro-analysis paper that set the context. The DWCP has been drawn up on the basis of extensive deliberations and review of the outcomes of the DWCP for India 2018–2022. The review of the DWCP for India 2018–2022 was conducted from the lens of the Organisation for Economic Co-operation and Development (OECD) or Development Assistance Committee's (DAC) evaluation criteria of relevance, coherence, efficiency, effectiveness, impact and sustainability. The key recommendations integral to designing and implementing the DWCP for India 2023–2027 are elaborated in Chapter 3.

Finally, the DWCP for India 2023–2027 strategy draws from the Singapore Statement adopted by the ILO Member States in the Asia-Pacific and Arab States region at the 17th Asia and the Pacific Regional Meeting held in Singapore from 6 to 9 December 2022. The Member States reaffirmed their commitment to realizing the Fundamental Principles and Rights at Work, eliminating forced and child labour, fostering sustainable enterprises, developing policies for decent jobs, reversing inequalities through social dialogue, building resilience in crises through employment promotion, closing gender gaps in the world of work, enhancing labour migration policies, extending social protection, and strengthening labour market institutions while tackling new and emerging challenges to achieve social justice and decent work for all. The DWCP for India 2023–2027 envisages that constituents in India will contribute to the Global Coalition on Social Justice, building on the ILO's normative mandate and other ongoing ILO actions and

initiatives, including the Global Accelerator on Jobs and Social Protection.

The DWCP also contributes to India's national priorities of generating adequate decent, productive job opportunities, creating sustainable

livelihoods for citizens, ensuring adequate social protection systems (particularly for workers in the informal economy), enabling sustained participation of women in the labour market, creating an ecosystem for skilling, and promoting a culture of innovation-based entrepreneurship.

The DWCP for India 2023–2027 focusses on three priorities identified by social partners:



1

Promote the International Labour Standards and the Fundamental Principles and Rights at Work, strengthen social dialogue, and support constituents for effective policy responses;



2

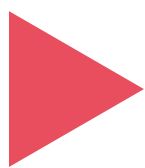
Ensure full and productive employment and decent work for all women and men, including through formalization and just transition; and



3

Promote and strengthen institutions to enable all workers, especially those who are marginalized and vulnerable, to improve their employment outcomes and progressively achieve universal social protection.





2

Country progress towards decent work and sustainable development



The Decent Work paradigm and its manifestation in the DWCPs, with a focus on the quantitative and qualitative dimensions of labour, provides the most relevant framework for the ILO's social partners to evolve and advance country-specific priorities and outcomes to fulfil decent work-related SDGs and their targets.

The aftermath of COVID-19, which intensified the existing fault lines of the labour market, compellingly illustrates the developmental dilemma in India. The country rolled out one of the world's most successful vaccination programmes, became the world leader in the production and export of COVID-19 vaccines, and initiated the largest-ever free food distribution programme in 2020. At the same time, India also experienced one of the world's sharpest contractions in its economy in 2020, with the growth rate declining to 6.6 per cent (IMF 2022).

The other profound and debilitating effects of the COVID-19 pandemic included losses in labour and business income, especially in the most affected sectors; enterprise closures, particularly for micro, small and medium enterprises (MSMEs); supply chain disruptions; and new challenges to safety, health and rights at work. The crisis also highlighted certain persistent structural issues in the Indian labour market, such as the continuing high degree of informality; incomplete structural transformation of employment; absence of comprehensive social protection systems; and inadequacy of robust data to capture the employment characteristics of different categories of workers in the unorganized sector, such as migrant workers.

The crisis has also had disproportionate impacts on the population, with women and younger workers being far worse affected than male and older workers; lower paid/informal workers suffering from major wage and income losses; and migrant workers, particularly short-term and informal sector workers, being the hardest hit (Abella and Sasikumar 2020; Estupinan and Sharma 2020; ILO 2020-2022; ILO 2021a; ILO 2021b; ILO 2021c; ILO and ADB 2020; Srivastava 2020).

The flip side of India's potential demographic dividend is that the challenge of providing employment – especially quality employment – becomes extremely daunting because of the numbers involved. India, with a labour force of 512.1 million in the age cohort 15-59 years¹ in 2020-2021,² is home to the largest youth population (15-29 years) in the labour force (151.9 million in 2020-2021). In addition, a large proportion of workers are engaged in informal employment (88.8 per cent of the workforce in 2020-2021), which is marked by decent work deficits arising from job insecurity, income insecurity, lack of effective social protection, low prevalence of workers organizations and limited social dialogue.

For India to move towards fulfilling its SDG targets and the ILO's mandate for social justice and decent work to succeed, the quality of existing jobs needs to improve along with adding a large number of decent work opportunities for the existing unemployed in (23.5 million in 2020-2021)

¹ Considering that the major SDG targets related to key indicators of the labour market, like unemployment rates and labour force participation rates (LFPRs), pertain to the age cohort 15-59 years, the labour market data and analysis in this document relate mainly to this age group.

² Data on major labour and employment indicators, such as the labour force, workforce, unemployment, wages, etc., are based on the unit-level data of the Ministry of Statistics and Programme Implementation, Employment and Unemployment Surveys (2004-2005 and 2011-2012) and PLFS (2017-2018 to 2020-2021).

and the new entrants to the labour force³ (nearly 30 million during 2020–2021 to 2026–2027), including women, youth and the differently abled.

For India to translate challenges into opportunities and to make opportunities count in the form of gainful outcomes for the vulnerable segments of its workforce, ‘decent work’ must be treated not only as a desirable policy goal but also as a key instrument to achieve economic growth. In other words, the qualitative enrichment of work must be

seen as a fundamental driver of the development process and not only as an outcome of economic development.

The country overview draws on the UN CCA and the UNSDCF 2023–2027 and is supplemented by the medium-term strategies and priorities of ILO constituents in India (box 2.1). This analysis is further aligned with the pillars of the ILO Centenary Declaration for the Future of Work as detailed in further sections.

Box 2.1: Key highlights of the CCA and UNSDCF

- According to NITI Aayog’s SDG India Index 2020–2021, progress has been slow on SDG 8 which focusses on decent work and economic growth.
- The global economy was already slowing down before the onset of COVID-19 crisis. The spread of the pandemic led to a severe slowdown, including in the Indian economy. As growth directly affects employment in terms of the earnings of workers, the effects on employment structures are more mediated, nuanced and long-term.
- Long-standing challenges to the labour market, including persistent inequalities, high unemployment for certain groups, increasing working poverty, a lack of social protection, social dialogue, occupational health and safety and respect for labour rights, have been further compounded by the pandemic.
- Informality, skills mismatches and rising unemployment are obstacles to decent work.
- The gaps that need to be addressed on the road to prosperity in India include a low, and declining, female labour force participation rate (FLFPR) and still-to-be-tapped demographic dividend.
- Tapping into India’s demographic potential means overcoming the many challenges and obstacles to creating a skilled work force and generating higher quality employment opportunities for it.
- The linkages between the demand and supply of skills, access to equitable skilling, entrepreneurship opportunities and employment services all need focussed attention.
- An emphasis on enterprise development, productivity, competitiveness, green growth and access to information and technology, governance, and financing is essential to sustainable economic growth.
- India has a growing capacity to be a leader in emerging digital industrial value chains and harness the potential of “frontier technologies”.
- Transforming the futures of India’s large population of young people, especially its women and girls, over the next 5–7 years will determine the success of the 2030 Agenda, not only in India but worldwide.

³ Based on projected population changes and the LFPRs prevailing in 2020–2021, the Indian labour force (15–59 years) is estimated to increase from 512.1 million in 2020–2021 to 542 million in 2026–2027, an addition of 30 million workers.

A. Strengthening the institutions of work to ensure adequate protection for all workers

Strengthening institutions of work requires the effective realization of the Fundamental Principles and Rights at Work, adequate minimum wages, maximum limits on working time, and safety and health at work. Freeing the world of work from violence and harassment is essential to achieving equal opportunities and respecting people's dignity. Equally important in the realization of decent work is protecting those who work in the informal economy, which can be achieved by facilitating their transition to the formal economy and promoting sustainable enterprises. Strong institutions of work are also required to ensure that all aspects of decent work are available to disadvantaged groups, such as women, migrants, people with disability, etc. and workers in new and diverse forms of work arrangements.

The ILS, the FPRW and social dialogue

The International Labour Standards are the cornerstone for advancing principles of governance in the world of work and flow from the ILO's primary mandate to promote social justice and rights at work. Drawn up by the ILO's constituents – governments, employers and workers – the International Labour Standards set out principles and rights at work and have both normative and concrete policy implications, aiding the formulation of the labour regulations and social policies of Member States within the framework of tripartism. The International Labour Standards have evolved over time and balance concerns for social justice with economic progress, taking the level of economic development of countries into account. They have been instrumental in mitigating the consequences of economic and social crises and are a powerful instrument for labour governance in the increasingly globalized and technologically driven world of work. One of the most crucial aspects of the evolution of the International Labour Standards has been their extension, beyond the formal and direct wage employment relationship, to vulnerable segments of the workers in non-standard employments.

As a founder member of the ILO, India has been an important part of the evolution of the International Labour Standards system. The country has ratified

47 major ILO Conventions to date, but it is yet to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the newly included Occupational Safety and Health Convention, 1981 (No. 155) and Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

The labour regulation system in India has evolved over a long period of time, and some of the significant labour legislations in India were framed during the colonial era. Major landmarks in India's labour regulatory system, including industrial relations laws, wage laws, social security laws and welfare legislations, as well as its social policy focus have evolved alongside the International Labour Standards. After independence and the adoption of the Indian Constitution, which, inter alia, guarantees important rights related to labour and work, a large number of labour laws have been enacted by the central and state governments (considering that 'labour' is included in the Concurrent List of the Indian Constitution) to address various dimensions of labour and labour relations.

Although the need to harmonize and rationalize labour laws in India has been felt for a long time, it was during the DWCP for India 2018–2022 that the prevailing 29 labour laws in India were subsumed under four new codes – the Wage Code, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security 2020 – to streamline the existing system, reduce the multiplicity of authorities and definitions associated with the labour law regime, and enable a technology-driven labour law governance architecture to address enforcement gaps.

During the DWCP for India 2023–2027 period, constituents will be supported in undertaking interventions to address the deficits of the Fundamental Principles and Rights at Work (FPRW). They will also be helpful to prioritize various categories of workers, including migrant workers, domestic workers, home-based workers, scheme/voluntary workers, health workers, sanitation workers, people with disabilities, people living with HIV, and marginalized groups considered to be in vulnerable situations. The constituents will be equipped with data, knowledge, capacities and a better understanding of the integrated approaches to implement FPRW interventions.

Decent work must be safe work. Extending adequate safety and health protection to all workers is essential for inclusive socio-economic development. Occupational safety and health (OSH) integration into the Fundamental Principles and Rights at Work framework provides significant opportunities to formulate effective and sustainable policies on the safety and health of workers. India, with its long history in OSH-related policy interventions, is well placed to evolve and implement measures to address existing limitations and ensure that all workers have guaranteed adequate safety and health at work.

Social dialogue is one of the core pillars of decent work. The tripartite representation of governments, employers' and workers' organizations in its constitution and functioning makes the ILO unique among international organizations and bestows upon it an important comparative advantage in its quest for social justice and protection of rights at work. Social dialogue is also the vital link between the International Labour Standards system and a country's legal and social policy framework. Social dialogue, though primarily seen as a tripartite mechanism involving the government, employers' and workers' organizations, it also includes

bipartite dialogue between the social partners and also involvement of civil society organizations.

A key driver of vision of the DWCP for India 2023–2027 is the strengthening of social dialogue. Globally, social dialogue has been instrumental in coping with pandemic-related issues; it has aided the process of recovery by devising new, flexible forms of work arrangements and enabling the formulation of policies to mitigate the impact of the crisis on the vulnerable segments of the workforce (ILO 2020; ILO 2022a).

India has had a long tradition of social dialogue, which needs to be further strengthened through the effective functioning and efficacy of national-level consultative institutions such as the Indian Labour Conference and other allied institutions. The formal sector in India has a strong presence of social dialogue mechanisms, which is not the case in the informal sector. Strengthening social dialogue and tripartism in the informal sector is critical given the size of the informal economy in India. Ensuring women's representation and voice and integration of gender issues in these institutions is also critical.



B. Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work

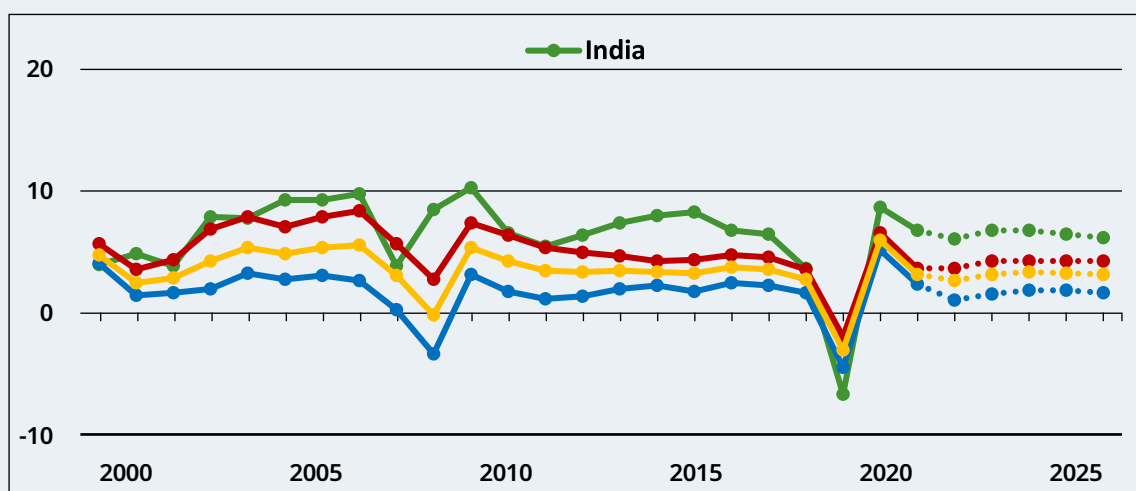
Ensuring sustained, inclusive and sustainable growth with full, productive employment and decent work for all requires just transitions into well-functioning economies, harnessing the potential of technological progress and productivity growth through macroeconomic, trade, industrial and sectoral policies promoting decent work while simultaneously fostering investments in infrastructure and other strategic sectors. An enabling environment for entrepreneurship and sustainable enterprises supporting the private sector, as a principal source of economic growth and job creation, is crucial in creating decent work, productive employment and improved living standards for all. This also requires effort to leverage the opportunities and address the challenges relating to the digital transformation of work, including platform work, and those brought about by diverse forms of work arrangements, production and business models, including in domestic and global supply chains.

Economic growth and employment growth

In aligning with SDG 8, India has adopted SDG target 8.1, which aims to achieve an annual per capita gross domestic product (GDP) growth of at least 7 per cent. Till 2017–2018, India's growth performance had been in accordance with its SDG targets. However, since then, the growth rates have fallen short of the targets and have been further affected by the pandemic-induced global economic crisis. While the country's economy rebounded in 2021, its economic revival is being hampered by the impact of high global inflation rates, tightened financial conditions, the Russian-Ukraine conflict, and the lingering effects of the pandemic. India's GDP is projected to grow at 6.8 per cent during 2022, following its 8.7 per cent growth in 2021. Projections indicate India will grow fairly robustly from 2023 and continue to remain one of the fastest-growing major economies in the world, achieving an annual average growth of real GDP of around 6.5 per cent during 2023–2027 (see figure 2.1).

The pandemic-induced slowdown and instability have exacerbated certain long-term structural trends in the economy. For instance, the structural transformation in India has been lopsided, and the bulk of the employment shares are trapped in the primary sector. The agriculture sector continues to absorb the bulk of the labour force, and the labour

Figure 2.1: Real GDP growth 2000–2025 (in %)



Note: Growth rates reported after 2021 are estimates/projections.

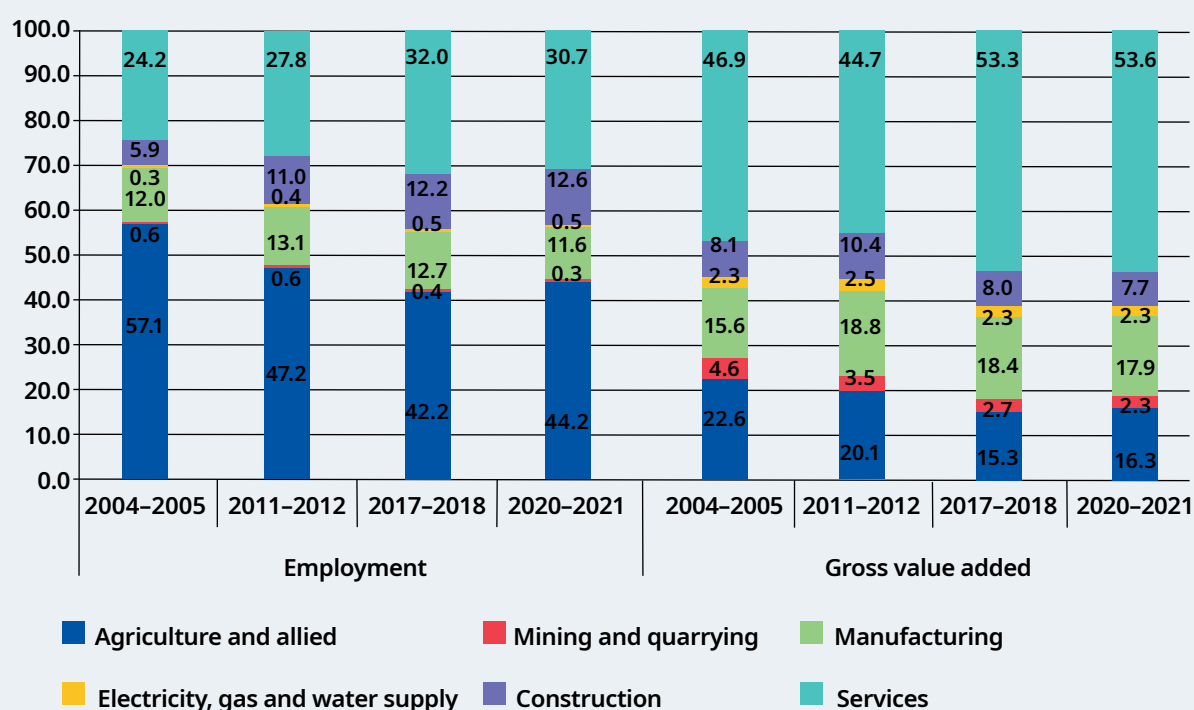
Source: IMF (2022)

moving out of agriculture remains in the informal sector, settling for low wages with inadequate social security benefits. The decline of the agricultural sector's share in the GDP since 2004 has been faster than the decline in its employment share (see figure 2.2).

It is estimated that nearly 64 million persons in the age cohort of 15–59 years moved out of agriculture between 2004–2005 and 2017–2018. Yet, paradoxically, this trend seems to have been reversed since 2018, and the employment share

of the sector rose 2 percentage points from 42.2 per cent in 2017–2018 to 44.2 per cent in 2020–2021. Due to its exemption from lockdown, the sector's employment, being largely insulated from the pandemic, grew at the rate of 7.0 per cent between 2017–2018 and 2020–2021. The massive reverse migration witnessed during the pandemic seemed to have contributed significantly to this growth with a net addition of nearly 40 million workers in agriculture during this period.

Figure 2.2: Sectoral shares in employment (15–59 years) and gross value added (in %), 2004–2005 to 2020–2021



Source: National Statistical Office, Employment and Unemployment Surveys (2004–2005 and 2011–2012) and Periodic Labour Force Surveys (PLFS) (2017–2018 onwards) and Central Statistical Organisation, National Accounts Statistics.

Notwithstanding the high economic growth achieved during the period 2004–2005 to 2017–2018, employment growth had remained lacklustre, with average employment growth being less than 1 per cent. However, during 2017–2021, the employment growth rate (15–59 years) has increased to 5.36 per cent per annum (see table 2.1). Yet, paradoxically, these are periods of low GDP growth. Such employment growth in crisis situations indicate distress-driven participation in the labour market, with more people having to enter the labour market for low wages to meet their basic subsistence needs. Not surprisingly, most of this employment growth has

been in agriculture and, to an extent, in the less rewarding non-agriculture and informal sector, especially as self-employed (as own account workers) or unpaid family workers. In fact, own account workers and unpaid family workers together constituted 51.7 per cent of the total workforce in 2020–2021. Despite an increase in the employment growth rate in manufacturing between 2017 and 2021, it is rather concerning that the employment share of manufacturing sector has stagnated and, in fact, declined to 12.7 per cent in 2017–2018 and further to 11.6 per cent in 2020–2021.

Table 2.1: Employment growth rates in India (15–59 years) (compound annual growth rate in %)

	2004–2005 to 2011–2012	2011–2012 to 2017–2018	2017–2018 to 2020–2021
Agriculture and allied	-2.29	-2.39	6.99
Mining and quarrying	-0.21	-5.43	-1.99
Manufacturing	1.65	-1.05	2.30
Electricity, gas and water supply	3.50	3.87	5.39
Construction	9.85	1.08	6.71
Services	2.39	1.83	3.90
Total	0.39	-0.56	5.36

Source: National Statistical Office, Employment and Unemployment Surveys (2004–2005 and 2011–2012) and PLFS (2017–2018 onwards)



Labour force and unemployment

The increase in the labour force in India for the age group 15–59 years was from 431 million in 2004–2005 to 512.1 million in 2020–2021, an addition of 81 million workers. The rise in the labour force was mainly due to the rise in the male labour force, which rose by nearly 72 million workers. While the female labour force declined from 144.4 million during 2004–2005 to 105.6 million in 2017–2018, it increased to 153.4 million in 2020–2021, registering a net gain of 9 million female workers. The total unemployment nearly trebled between 2004–2005 and 2017–2018 from 10.5 to 28.6 million, declining to 23.5 million in 2020–2021. The low employment growth over the last two decades coupled with a rising share of the working age group has exacerbated the problem of open unemployment in India, particularly in relation to the youth.

In 2020–2021, the estimated number of unemployed people in India was 23.5 million, the unemployment rate (15–59 years) being 4.6 per cent, which is higher than the SDG target of 3 per cent. Conventionally, India's open unemployment rate has been low, while its underemployment rate was high. But in the recent past, it is the open unemployment rate that is becoming problematic. More worryingly, this deepening open unemployment is more severe in relation to the youth, with more than 83 per cent of all unemployed in India in 2020–2021 being in the 15–29 age cohort. This number in 2020–2021 was 19.6 million, indicating an unemployment rate of 12.9 per cent among the youth as compared to 4.6 per cent among the 15–59 age cohort.



Youth and the labour market landscape in India

India has the world's largest youth population (15–29 years) of 375.3 million in 2021, with one in every five young persons in the world being Indian. Presently, the youth comprise 26.7 per cent of the country's population and account for 41.6 per cent of the country's 15–59 age cohort (UNDESA 2022). They constitute the core group for reaping the demographic dividend, a window that is gradually closing. At the national level, there has been a persistent decline in the proportion of the youth in the labour force and the employment to population rates of the youth. The overall LFPRs of the youth have shrunk by 15.0 percentage points, with drops of 14.5 percentage points and 16.0 percentage points for male and female participation respectively from 2004–2005 to 2020–2021, with the overall rate being 41.4 per cent in 2020–2021 and the participation rates for males and females being 60.1 per cent and 21.1 per cent respectively.

Trends in workforce participation rates are similar to those in LFPRs. Open unemployment among the youth is rising with the unemployment rate surging from 5.4 per cent in 2004–2005 to 12.9 per cent in 2020–2021. Though there has been a perceptible decline in youth unemployment since 2018–2019, it still remains high. This implies that the potential of youth is not being fully harnessed.



Skills development and employability of youth

Skills development is vital to securing and promoting decent work, particularly for India's ability to actualize the potential demographic dividend of a youthful labour force. Skills development can also catalyse the transition of workers from the informal to the formal economy. In addition, lifelong skilling for workers has become inevitable in the face of rapid technological advancements and the resultant fast-changing demands for diversified skill sets.

According to the latest national level estimates, only 4.1 per cent of the youth and 3.3 per cent of those in the 15–59 age cohort in 2020–2021 have received (or were receiving) formal vocational/technical training. The proportion of people with formal skill training needs to be scaled up massively: potential entrants into the labour force as well as the existing pool of workers need skills upgradation.

The CCA notes that there is a mismatch between what students entering the workforce have been taught in school and the skills necessary for the market place, especially in terms of skills for the future, whether in industry, higher-valued services or even higher technology climate-smart agriculture. The need for digital skills gained pre-eminence during the COVID-19 pandemic, particularly during the lockdown when the work from home modality became the most preferred form of work. According to an ILO – International Organisation of Employers (IOE) report, in 2019, 53 per cent of Indian businesses were unable to hire candidates due to a lack of future skills (ILO-IOE 2019). The mismatch between skills sought by employers and the skills pursued by students can be a significant contributor to the lack of structural transformation and employment within youth populations.

Given rapid technological advancements and the shifting nature of demand for skills, the overall skill ecosystem in India needs reorientation to enable it to respond to the challenges of change. This ecosystem must move towards a lifelong learning system with a focus on problem-solving skills (to aid critical and analytical thinking), learning skills (to enable acquisition of new knowledge), and social skills (to promote collaborations and teamwork). Strong emphasis must be placed on 'on-the-job training' as well as on promoting entrepreneurship. Advances in technology also must be used to assist young workers in newer employment opportunities. A skills gap mapping and needs

assessments must be undertaken in various sectors, and the curriculum and certifications must be upgraded at par with international standards.



Sustainable enterprises and the MSME sector

Growth and diversification of sustainable enterprises, especially in the MSME sector, are pivotal in facilitating resilient economic recovery and sustained employment generation in India. According to the latest available information, there were 63.4 million unincorporated non-agricultural MSMEs in India in 2015–2016 (Ministry of MSME, Government of India, 2022). An overwhelming proportion of the enterprises – more than 99 per cent – are micro units. While this may be indicative of the opportunities that the sector provides to promote entrepreneurship, especially in rural and semi-urban areas, the continued prevalence of such a trend, has severely impeded technological advancements and productivity growth in the MSME sector. This, in fact, has added to the huge productivity differentials between MSMEs and the large firms in the organized sector, contributing to increasing productivity and income inequalities.

The MSME sector in India is estimated to provide employment to nearly 111 million persons, with 97 per cent of the employment in micro units (Ministry of MSME, Government of India, 2022). Here, again, it is well acknowledged that the majority of those engaged in these micro units encounter severe income insecurity and most often work under unsafe and unhealthy working environments.

Revitalizing existing firms and creating an enabling environment for the setting of new and sustainable enterprises in the MSME sector must be given top priority by the central and state governments. There is an urgent need for the government, workers and employers to work in a coordinated manner to enable MSMEs as an engine of productive employment generation and a rewarding business opportunity. Effective social dialogue must be promoted to ensure that policy directions are based on considered decisions that balance the needs of workers and enterprises. Providing adequate social protection to all workers in the MSME sector and creating upskilling and reskilling opportunities for workers are crucial to raising the productivity and competitiveness of the MSME sector. The managerial skills deployed in MSME units need to be considerably augmented through

relevant and appropriate capacity development programmes. Expanding access to digital tools (including networking with established digital platforms) can help firms obtain relevant and up-to-date market information and enhance the market potential of their products. Forging linkages between MSME units and large firms in the organized sector, currently limited to certain sub-sectors, can be also beneficial to the former in accessing and implementing modern business practices.

Transitioning from informal to the formal economy

Globally, more than 61.2 per cent of the employment, constituting over 2 billion employed people, are engaged in the informal economy (ILO 2018b). Informality among economic units is even much higher – 8 out of 10 enterprises operate in the informal economy – and employs 85 per cent of the global informal employment. A significant proportion of the informal employment is accounted for by self-employed, micro and small units. The informal economy, by virtue of its very characteristics, poses major challenges to the rights of workers and social protection, and it can be a challenge to the development of sustainable enterprises, public revenues and governments' scope for action.

In India, the size of informal economy is overwhelming: PLFS data for 2020–2021 shows that 434 million workers were in informal employment, constituting nearly 89 per cent of the total employment (15–59 age group). In addition, the composition of informal employment in the informal sector shows that informality is largely driven by independent workers and contributing family members, who constitute almost 82 per cent of all informal employment. As far as enterprises are concerned, just under 70 per cent of micro and small businesses are unregistered and therefore, operate in the informal economy.

The need to address the high level of informality and the collective commitment of the Member States led to the adoption of the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) in June 2015. The Recommendation is applicable to all the economic activities of workers and economic units (including enterprises, entrepreneurs, and households) in the informal economy globally. As informality is multifaceted and caused by multiple drivers, Recommendation No. 204

postulates that a multidimensional approach is needed to address the move from informality to formality, involving different policy areas, institutions and authorities in a coordinated, coherent and integrated manner. In fact, evidence from Latin American, African and Asia-Pacific countries suggests that the results of formalization efforts have been more robust in countries with integrated approaches as compared to countries where isolated and stand-alone measures were implemented.

In India, integrating informal workers and enterprises into the formal economy and leveraging technology to achieve this aim should be prioritized. An action plan with the keen involvement of social partners should be undertaken. Recent interventions, such as making the manufacturing sector the new growth hub, investing in connectivity, logistics and other digital infrastructure, promoting productivity and competitiveness, enhancing employability, entrepreneurship, and innovations among others, need to be aligned to the explicit purpose of formalizing jobs and enterprises instead of formalization being a residual outcome.

Such a strategy needs to be broad, multidimensional and explicit with a whole-of-government and social dialogue-focussed approach. The formalization strategy must be designed innovatively and must combine incentives and compliance measures appropriately to achieve better results. The success of such a reoriented strategy is crucial not only for India but can also provide a concrete road map to achieve results globally.

Technological advancements and employment

Digital innovations are bringing about fundamental changes in every sphere of life, and the world of work, in particular, has been strongly impacted (ILO 2021d). The rise of the gig economy in India is changing the face of the workforce. A recent NITI Aayog report estimated (even with assumptions which tend to underestimate numbers) that in 2020–2021, about 7.7 million workers were engaged in the gig economy in India, constituting 2.6 per cent of the non-agricultural workforce or 1.5 per cent of the total workforce in India (NITI Aayog 2022). The report projects that the gig workforce is expected to expand to 23.5 million workers by 2029–2030. These workers are expected to form 6.7 per cent of the non-agricultural workforce or 4.1 per cent of the total employment

in India by 2029–2030. With an employment elasticity estimated above one from 2011–2012 to 2019–2020, the employment potential of the sector is obviously quite high.

Gig and platform work can also play a major role in ensuring the continuous re-skilling and upskilling of workers, providing the opportunity, especially for young workers, to learn while they earn and attain career progression. Digital platforms offer innovative solutions in different sectors, such as transport, retail, and personal and home care. They have also played a big role in creating entrepreneurship and promoting small businesses and in providing enhanced livelihood opportunities for disadvantaged groups, such as women and persons with disabilities. By facilitating across-the-board innovation in payment modes, customer support and minimum service guarantees, digital platforms have delivered goods and services with little need for geographical footprints.

Ensuring that all workers, irrespective of their contractual status, are covered by key labour standards will be critical, and social dialogue will be an important aspect of this process. The provision of social protection to gig and platform economy workers should be accorded the highest priority.

The right to bargain collectively and strengthen transparent and speedy dispute resolution and grievance redressal mechanisms will be pivotal to advancing decent work in the platform economy. There is a need to strengthen the capacities of employers' organizations and trade unions to address the needs of the enterprises and workers in the gig economy and platform sector to promote more considered social dialogue.



Global value chains and employment

During the last three decades, the liberalization of trade policies across the globe, along with the development of information technology (IT) and a decline in transportation costs, has allowed companies to spread their operations across countries, leading to international production chains, often referred to as global value chains (GVCs). Active participation in GVCs has become an engine of economic growth, especially for developing countries (such as China, Thailand, Viet Nam, etc.). In addition to contributing to economic growth, GVCs have been instrumental in employment generation, especially in manufacturing sectors like textiles, clothing, electronics and automobiles.

Given that India's vast pool of low skilled/semi-skilled labour force is engaged in labour-intensive industries, participation in international trade in general, and in GVCs in particular, has vast potential to generate industrial employment. However, India's participation in GVCs has been low compared to the major exporting nations in East and Southeast Asia. This is mainly due to a shift in both India's export basket from labour- to capital-intensive products that have a low level of participation in GVCs, and its export market from traditional, rich country markets to other destinations. Secondly, the nature of the integration of GVCs in India was mainly through forward participation (domestic value added) in the exports of intermediate goods as a share of gross exports) rather than backward participation (foreign value added) as a share of gross exports) (Banga 2022). Only six sectors account for nearly 60 per cent of India's manufacturing GVC exports: coke and petroleum (18.3 per cent), renting of machinery (14.9 per cent), chemicals (11.2 per cent), basic and fabricated metals (8.6 per cent), and transport equipment (6.3 per cent) (Mitra et al. 2020).

Although GVCs offer a great opportunity for job creation in emerging countries like India, its enterprises and workers are still vulnerable to decent work deficits particularly during times of crisis and even otherwise. The ILO has initiated the Sustainable Supply Chains to Build Forward Better Programme "for a fair, resilient, and sustainable COVID-19 crisis recovery", an initiative that has great scope for India. There are also some other concerns in OSH, wages and working time impacting the employment relationship, and the protections it can offer in workplaces. In this context, the General Conference of the ILO in its 105th Session in 2016 adopted a resolution concerning decent work in global supply chains. As a result, a wide range of policies, strategies, actions and programmes have been put in place to ensure that economic development and decent work in global supply chains, including respect for International Labour Standards, go hand in hand. The Resolution highlights that governments, business and social partners have complementary but different responsibilities in promoting decent work in global supply chains.



Climate change and just transition

Even while acknowledging the obvious threat posed by climate change, it has long been clear

that there are a slew of opportunities available in the process of mitigating climate change risks. In this context, the “greening of economy” and “green jobs” offer immense possibilities for developing countries like India. Green jobs are decent jobs that contribute to preserve or restore the environment and water resources and prevent people and communities from climate-inducing disasters, be they in traditional sectors such as agriculture, manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency. Reducing disaster risk – including in the world of work – is an essential element of building disaster resilience through actions aimed at identifying risks, reducing exposure to hazards and mitigating the vulnerabilities of communities and individuals with limited capacity to implement coping strategies. A sustainable development path can create a variety of these employment opportunities; however, it may have costs in terms of job losses. One of the key requirements is to map out the pattern of gains and losses of jobs and ensure that those who are adversely affected by job loss have access to alternatives.

The National Strategy on Resource Efficiency provides an enabling policy framework for mainstreaming resource efficiency across sectors through all stages of the circular economy for a just transition. This also helps map opportunities for job creation and enterprise development. India introduced the Lifestyle for Environment (LiFE) Mission at COP26 in Glasgow in 2021, which is expected to promote the growth and spread of



the circular economy in India and provide multiple benefits. As India propagates and promotes a sustainable way of living as pivotal to combating climate change, green job opportunities are likely to increase in the future. Reports suggest that India's transition to a net zero economy has the potential to create around 50 million green jobs with a projected contribution of US\$15 trillion in economic impact (World Economic Forum 2021). An ILO report (2018c) estimates that India could add 3 million green jobs in the energy sector alone if 40 per cent of India's electricity comes from renewable sources by 2030.

At COP27 in Sharm El-Sheikh in 2022, the importance of social dialogue and issues related to social inclusion and vulnerable groups – including women, indigenous people, migrants and persons with disabilities – who risk being disproportionately affected by the green transition was also highlighted, further affirming India's sustainability and just transition focus. Areas of critical importance in green initiatives include: conducting advance research and understanding the challenges and opportunities for the world of work arising from a just transition; forging policy responses from the world of work in all sectors to ensure decent work and social justice for all; and building strategic partnerships at the national, regional and international levels for a just transition.



Labour market information system

Adapting to the fundamental transformations – driven by globalization and digital technology – in the world of work requires an agile policy response from governments and social partners. A robust labour market information system (LMIS), which acts as a sensor in transmitting on-ground information, is a necessity for evidence-based policymaking and adaptive responses from social partners.

India possesses one of the most credible statistical systems in the world, designed for the planned industrial development of the country. Periodic changes were made in the system, leading to a proliferation of agencies that gathered information, especially about labour market situations in various sectors. There was also often the problem of incompatibility of categories and survey methods and a lag in getting up-to-date information at the national level. The National Sample Survey Organisation (NSSO), which has been conducting in-depth employment and

unemployment surveys every five years since 1972–1973 has transitioned the survey to a more frequent PLFS, which has been conducted annually since 2017. This has helped immensely in the government's tracking of changes in the labour market and designing policy responses. However, there is some degree of incompatibility between the national-level labour force surveys and the most recent and accepted practices in international labour statistics systems.

The Labour Bureau, the information-gathering arm of the MoLE, has been an important agency for gathering information on conditions of work and workers in various sectors, especially for initiating primary surveys to collect data on the informal sector. In recent years, the Labour Bureau has been involved in undertaking establishment-based employment surveys, the results of which are critical in understanding the changes in employment and related attributes. Given that recent decades have witnessed the growth and spread of new forms of employment in India, the Labour Bureau should undertake surveys to capture the nature and characteristics of the emerging employment patterns.

The lack of reliable and up-to-date data on unorganized sector workers in India has been a major deterrent in implementing evidence-based policies on social security and welfare entitlements for this category. Several studies and reports have highlighted that a significant proportion of unorganized workers do not receive even the modest social security entitlements they have, pushing them into further vulnerability. To overcome this limitation, the MoLE launched the technology-enabled e-SHRAM portal in August 2021. This portal is a significant step in developing and operationalizing the National Database of Unorganised Workers, targeting 400 million workers. By November 2022, according to the e-SHRAM website, nearly 285 million workers across more than 400 sectors had been registered on the portal. Such occupation-wise data is pivotal in formulating evidence-based, sector-specific policies. Nearly 47 per cent of those registered are women, a positive trend considering that women's work in the unorganized sector often remains invisible.

The next stage of operationalization for the e-SHRAM portal is the most critical: it involves data sharing with the states and data verification, subsequent to which the data will be ready to link workers with their social security and welfare entitlements. The ILO, in collaboration

with constituents, and based on its expertise in managing large LMIS at the global level, will be able to provide the requisite technical assistance both at the central and state level to facilitate effective social protection and employability programmes at the sectoral and state levels.

Wages

One of the disconcerting features of the Indian labour market is the low wages that the wage earners/employees receive. In 2020–2021, the average wage for a regular wage worker was 586 Indian rupees per day and 318 rupees per day for the casual wage workers. There is also a widening productivity-wage gap in the Indian labour market such that the gains from national economic growth are not shared in terms of higher wages with wage earners (ILO 2018d; Abraham and Sasikumar 2017). Compounding this issue is the decline in real average wages per day since 2017–2018. It is essential to arrest the fall in real wages and ensure that wages correspond to the changes in the cost of living and labour productivity in order to transfer more welfare to the workers while achieving other economic objectives such as enhancing enterprise productivity and competitiveness and contributing positively to economic growth.

The principal component in India's wage policy, the Minimum Wages Act, 1948, was marked by inadequate coverage, complex and multiple minimum wage rates, low minimum wage levels, infrequent revisions and inadequate enforcement, and low levels of compliance (Ministry of Finance, Government of India 2019). The minimum wage-setting procedure remained unrevised and failed to capture the realities of the changes in consumption patterns which kept the minimum wages low (Sathpathy et al. 2021). An effective minimum wage policy that targets the vulnerable bottom rungs of wage earners can help drive up actual wages and aggregate demand, provided that the intervention is effectively designed, goals clarified, and its enforcement made effective.

The Wages Code 2019 consolidates four Acts and provides a binding national wage floor with the option to have regional minimum wages. It universalizes the application of minimum wages and floor wages, timely payments, and equal wages for work of the same and similar nature to all wage earners. It includes the manner, criteria and timeline for the fixing, revision and adjustment of minimum wage rates by the central and state governments.



The implementation of minimum wage system and national floor wage is expected to bring clarity regarding the wage fixation process, definition of establishments, contractors, recognition of new forms of employment relationship and non-standard work arrangement, among others. This is also expected to lead to inclusion of vulnerable work categories that do not have standard forms of employment linked to an establishment.

Even as there has been a greater recognition of the impact of setting the minimum wage in pulling up average wages through what has been termed the “lighthouse effect”, it is also time to bring the issue of living wages, which takes economic factors and the firms’ and employers’ capacity to pay into account (ILO 2022b), into the discussion.

C. Strengthening the capacity of all people to benefit from the opportunities of a changing world of work

Strengthening the capacity of individuals requires the effective realization of a transformative agenda for gender equality including ensuring the promotion of equal opportunities, equal participation and equal treatment for all in the world of work; enabling a more balanced sharing of family responsibilities; providing scope and space to achieve better work-life balance; and promoting investments in the care economy. It also requires efforts to promote the acquisition of skills, competencies and qualifications through lifelong learning systems and quality education for all. Further, universal access to comprehensive and sustainable social protection by developing and extending social protection systems will be essential to support people through the transitions they face throughout their working lives.



Social protection

“Establishing universal social protection and realizing the human right to social security for all is the cornerstone of a human-centred approach to obtaining social justice” (ILO 2021e).

India is making progress in achieving income security and medical care for all citizens by addressing various challenges, such as closing the coverage gap, improving the governance of social protection schemes, and creating the necessary fiscal space to fund social protection policies.

In India, regular and salaried workers would possibly benefit from strengthening the existing social security system implemented by the Employees’ State Insurance Corporation (ESIC) and the Employees’ Provident Fund Organisation (EPFO). The social security coverage for the remaining population of informal workers and self-employed persons can be achieved by developing an inclusive social protection architecture to absorb diverse forms of working modalities, improving the contribution capacity of workers and increasing understanding and awareness on various social security schemes among others.

In the present situation, various efforts have been made in recent years to extend social protection to the unprotected. In addition to various social protection measures at the state level, schemes such as an old age pension scheme for unorganized sector workers, voluntary contributor schemes for traders, shopkeepers and self-employed persons, and those not members of the ESIC and EPFO were introduced in 2019 (MoLE 2022).

The principle of “Food-Shelter-Clothing (including medical care)” is reflected well in the social protection system in India. For example, food security measures particularly for school-aged children have been vastly extended. While such interventions are expected to considerably improve the outreach of social protection coverage, there is also a pertinent need to provide for adequate benefit levels; develop a strategy for sustainable social protection financing; improve compliance and implementation of social protection measures, especially in the informal sector. The main focus should be to establish a rights-based universal social protection system that guarantees appropriate support throughout people’s lives, irrespective of the type of work they are/were engaged in.



Women workers

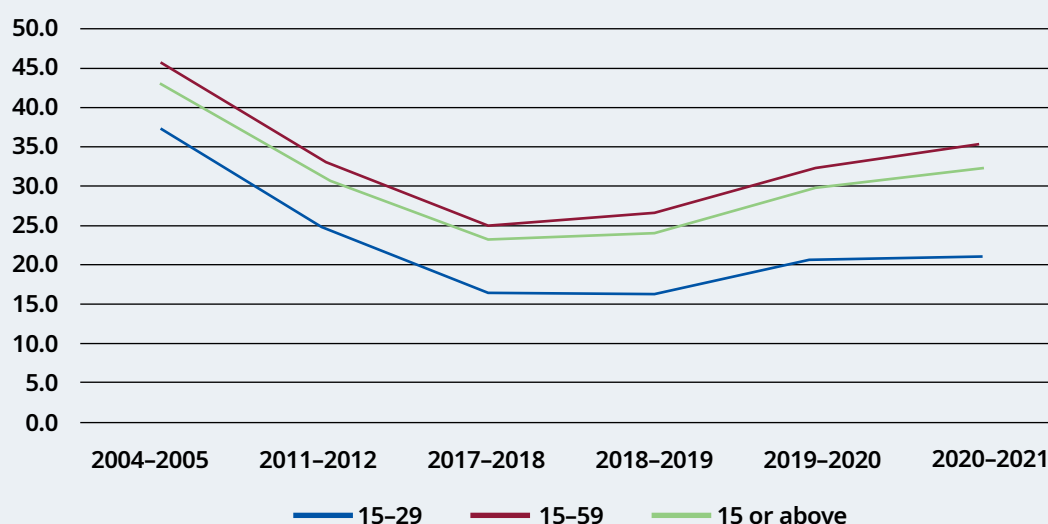
One of the disquieting trends in the Indian labour market has been the low and declining FLFPR. The decline in FLFPR in the recent decades constitutes the bulk of the decline in LFPR of the total population. The decline in FLFPR can be attributed to the increase in care work and unpaid domestic work, both of which are either poorly captured or excluded from the System of National Accounting (SNA). While the rising educational enrolment numbers of young women is a reason for the drop in FLFPR, the fall in FLFPR among older women is considerable as well. Between 2004–2005 and 2017–2018, the FLFPR for the age cohort 15–59 years fell by 20 percentage points (see figure 2.3).

Since 2018 and amid the pandemic, along with the rise in the total LFPR, the FLFPR rose sharply reaching 35.2 per cent in 2021. This uptick in the FLFPR is however, largely attributed to the growth in agricultural sector and to the rise of mixed SNA and non-SNA activities, including unpaid domestic and care work, implying precarious situations for women workers. Associated with this disturbing trend is the wide gender gap in the LFPR. In

2020–2021, the gender gap in the LFPR for 15 years and more measured as the ratio of female and male LFPR was about 0.4. The pandemic has also reversed the significant progress achieved in India in terms of gender pay gap. While the gender pay gap had declined from 48 per cent in 1993–1994 to 28 in 2018–2019, it registered an increase of 7 per cent between 2018–2019 and 2020–2021 (Walter and Ferguson 2022).

It is well acknowledged that an increase in women's labour force participation can stimulate higher economic growth. The goal should not be to increase women's participation at any cost, but to scale up the opportunities for women and increase their freedom to choose work outside their homes and access productive jobs. This can be achieved through a set of synergistic policies rather than through a single policy intervention. It is equally important to recognize that the processes (like social dialogue) adopted in evolving and implementing these policy measures should be as important as the targeted outcomes (like a higher FLFPR).

Figure 2.3: Female LFPRs in India (in %)



Source: National Statistical Office, Employment and Unemployment Surveys (2004–2005 and 2011–2012) and PLFS data (2017–2018 onwards)



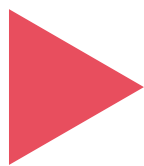
Labour migration is one of the defining features of the contemporary world of work and is integral to the process of India's social and economic development. India has witnessed a rapid increase in internal labour migration flows. According to the Census of India, there were 450 million internal migrants in India in 2011. However, the Census figures severely underestimate the total number of migrants, especially shorter, seasonal and circular migrants, which has been variously estimated as between 50 and 100 million workers. The COVID-19 pandemic highlighted vulnerability and precarity encountered by short-term and circular migrant workers. The pandemic reinforced the need for reliable data on internal labour migration, emphasizing the importance of data in formulating and implementing contingency measures to meet even the basic subsistence needs of the migrant workers and their families across India. The pandemic also highlighted other forms of vulnerability and precarity encountered by short-term and circular migrant workers, like exclusion from existing social protection measures. Women migrant workers also encounter different forms of discrimination, such as persistent gender pay gaps, violence and harassment and lack of safety and security at the workplace.

These aspects highlight the need to focus on the rights and empowerment of migrant workers in framing labour migration policies. Given that most rights are based on a fixity of location, it is vital to situate rights in the increasing spatial mobility of the workforce. The portability of all social security benefits across regions must be ensured along with migrant workers' and their families' access to quality healthcare, educational facilities, and housing and sanitation amenities at the destinations. Efficient operationalization

of the 'One Nation, One Ration Card Scheme' initiated in 2019 (where the beneficiaries of the National Food Security Act, 2013, can get their quota of subsidized foodgrains from any fair price shop equipped with an electronic point of sale (ePoS) device by using their existing ration cards with biometric authentication) is expected to be a gamechanger in terms of ensuring food security to migrant workers and their families.

The latest available data on international migration flows shows that India is the largest country of origin of transnational migrants, accounting for 18 million of the total global migration stock of 281 million. Remittances are the most immediate and tangible benefits of international migration, and India is the largest recipient of remittances, with US\$89 billion being remitted to India in 2021, constituting 11 per cent of the total global remittance flows and 15 per cent of the flows to low- and middle-income countries. Significantly, these flows have shown remarkable stability over time and have proved resilient even during crises like the COVID-19 pandemic as opposed to the volatility observed in other foreign exchange flows (foreign direct investment and portfolio investment).

At both macro and micro levels, the impact of international migration has generally been positive. For India, growing worker remittances over the last two decades have helped stabilize its external reserves. At the micro, household level, migration has had a significant impact in reducing poverty and improving educational and health outcomes of migrant households. There is an urgent need for countries like India, with a long history of migration links with the rest of the world, to proactively promote labour migration as an effective livelihood and development strategy.



3

Priorities and country programme outcomes



A. Comparative advantage of the ILO

The ILO is the only tripartite agency of the UN, and it brings together governments, employers and workers representatives of 187 Member States to set labour standards, develop policies and devise programmes to promote decent work for all women and men. The ILO is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace. The ILO's Decent Work Agenda, reaffirmed through ILO's 2008 Declaration on Social Justice for a Fair Globalization, helps advance economic and working conditions that

give all workers, employers and governments a stake in lasting peace, prosperity and progress. The ILO Centenary Declaration, with its call for a human-centred approach to the future of work through political and practical responses to both persistent and new decent work challenges, places the ILO in a position of strategic opportunity to confront the key global challenges of the moment. Endorsed by the UN General Assembly, the Declaration is a powerful tool for the ILO and its constituents to rally global support for the responses needed to build a better world of work and to achieve the SDGs.

The four strategic objectives at the heart of the Decent Work Agenda are:

1

Set and promote labour standards and the Fundamental Principles and Rights at Work. The ILO's constituents (governments, employers and workers) debate basic principles and rights at work, draw up and adopt International Labour Standards;

2

Create greater opportunities for women and men to access decent employment and income and facilitate consensus building on relevant national and international policies that impact employment and decent work strategies;

3

Enhance the coverage and effectiveness of social protection – social security and labour protection – which are sustainable and adapted to national circumstances; and

4

Strengthen tripartism and social dialogue as the most appropriate methods to translate economic development into social progress and social progress into economic development.

In support of its goals, the ILO offers unmatched expertise and knowledge about the world of work acquired over 100 years of responding to the needs of people everywhere for decent work, livelihoods and dignity. It serves its tripartite constituents – and society as a whole – in a variety of ways, including:

- ▶ The formulation of international policies and programmes to promote basic human rights, improve working and living conditions, and enhance employment opportunities;

- ▶ The creation of International Labour Standards backed by a unique system to supervise their application;
- ▶ The formulation and implementation of an extensive programme of international technical cooperation in active partnership with constituents to help countries put these policies effectively into practice; and
- ▶ Training, education and research activities to help advance all these efforts.

B. Lessons learned from the DWCP for India 2018–2022

The DWCP for India 2018–2022 identified 3 priority areas and 9 outcome areas for interventions with 31 targets to be achieved by 2022. It had four cross-cutting policy drivers – social dialogue and tripartism, gender equality, non-discrimination and a just transition to environmental sustainability.

It is important to recall that the DWCP for India 2018–2022 was prepared in the pre-COVID-19 era with identified interventions and set benchmarks. However, during the DWCP period, the COVID-19 pandemic, its subsequent waves and lockdowns disrupted the world of work. In such a scenario, the ILO had to re-prioritize and re-purpose the ongoing activities to respond to the fast-emerging crisis.

Some of the key highlights obtained from the review are as follows:

- ▶ The DWCP for India 2018–2022 provided the flexibility to repurpose its activities for COVID-19-related support (box 3.1).
- ▶ The interventions included those that focussed on the national level, state level and demonstration pilots in select districts and blocks with potential for upscaling.
- ▶ At the national level, the DWCP for India 2018–2022 provided support for policy formulation.
- ▶ State-level work was done in 13 states: Andhra Pradesh, Assam, Bihar, Chhattisgarh, Jharkhand, Karnataka, Kerala, Maharashtra, Odisha, Rajasthan, Tamil Nadu, Telangana, and Uttar Pradesh.
- ▶ The interventions under the DWCP for India 2018–2022 were aligned to national priorities,

the SDGs and ILO's global priorities and core mandate. They were also firmly anchored in outcome six of the UNSDF (2018–2022): "By 2022, People vulnerable to social, economic and environmental exclusion, have increased opportunities for productive employment through decent jobs and entrepreneurship".

- ▶ The interventions were considered relevant by workers' and employers' organizations. Technical assistance, guidance and handholding support provided by the ILO in response to COVID-19 was valued by both workers' and employers' organizations. In particular, workers' organizations acknowledged the ILO's contribution in establishing worker information and support centres. Workers also recognized ILO's normative role in providing them with a platform to promote their rights. Employers valued the ILO's support in formulating their membership development strategy.
- ▶ Overall, the ILO's projects and interventions were aligned with DWCP outcomes. However, there is little evidence of coherence amongst projects and geographically. A coherent approach to monitor the DWCP at the programme level against the set benchmarks needs more attention.
- ▶ In general, the projects implemented during the DWCP for India 2018–2022 appear to have achieved their objectives and targets. However, an assessment of the results achieved presents a mixed bag. The weakest link pertained to adopting and implementing the International Labour Standards. Workers' organizations also raised the issue of tripartite mechanisms not working at the national level.

Box 3.1: Recommendations – DWCP for India 2018–2022 review

- 1 Continuing work on the ILO's normative role as well as in critical areas for protecting the rights of the workers, and towards job-rich growth.
- 2 Developing implementation strategies that promote thematic and geographic synergies.
- 3 Designing the DWCP to provide flexibility to respond to new and emerging areas.
- 4 Seeking donor funding for longer durations and large-scale projects to ensure impact at scale.
- 5 Continuing to focus on monitoring and evaluation at the programme level.

- ▶ A number of initiatives were undertaken as part of the ILO's COVID-19 response. ILO constituents – the government being the most important, workers' organizations and employers – were at the forefront of recovery in the context of the world of work. The ILO worked closely with its social partners in its COVID-19 response. Among the groups of workers in focus were migrants, women and workers in the informal economy.
 - ▶ Gender issues were mainstreamed in all activities to support increasing the FLFPR. However, more concerted efforts are needed to translate the knowledge generated, capacity building support, and the advocacy with the government and social partners into ensuring decent, safe, non-discriminatory working conditions that encourage women to (re)enter the labour force.
 - ▶ Examples of where the ILO has been able to exert policy-level influence includes the spheres of domestic work and skill development through the incorporation of select recommendations in national policies. Such policy-level work has been done at the state level as well. Sustaining Competitive and Responsible Enterprises (SCORE) and Start and Improve Your Business (SIYB) training (or select modules) have been institutionalized in training programmes of select ministries, industry chambers and select state-level institutions. Institutional mechanisms at the state-level have been strengthened in select states, particularly with regard to Fundamental Principles and Rights at Work, promoting social dialogue and bringing policymakers' attention to home-based workers. The development of entrepreneurship opportunities has also resulted in individuals successfully becoming entrepreneurs. Ensuring that projects have a lasting impact requires a long-term strategy that necessitates long-term projects. Going forward, the ILO may negotiate with donors for projects to have a duration at least 3–4 years' duration.
 - ▶ The sustainability of the interventions beyond the project period is implicit for those projects that contributed to policy formulation or built institutional capacities. Once these capacities are built and institutional architecture is strengthened under a project, the extent to which constituents, particularly workers, can provide benefit is a function of their strength to continuously engage with employers and the government to protect the rights of workers.
- Some recommendations from the high-level independent evaluation of the ILO's DWCP in Bangladesh, Nepal, Sri Lanka and Pakistan (2018–2021) resonate with the findings of the review of the DWCP for India 2018–2022. In particular, the recommendation noted the need to design future projects in line with DWCP priorities, needs and capacities of social partners, and available ILO resources. New projects and programme strategies should focus on work streams that are critical for medium-term socio-economic recovery from COVID-19 crisis and which will contribute to mitigating lasting negative effects on the marginalized population.



C. DWCP for India 2023–2027: Overview of strategic priorities, outcomes and linkages to the SDG framework and the UNSDCF

The strategic priorities and their outcomes of the DWCP for India 2023–2027 were identified after intensive discussions with constituents for more than a year. The overarching development objective of the DWCP (2023–2027) is “Decent work, sustainable and inclusive growth advanced with formalization, a just transition, and strengthened institutions in a transforming world of work”. It represents the ILO’s contribution to

the UN’s development outcome for the UNSDCF (2023–2027): “By 2027, people will benefit from and contribute to sustainable and inclusive growth through higher productivity, competitiveness and diversification in economic activities that create decent work, livelihoods, and income, particularly for youth and women” and to the national development agenda of inclusive growth and “Leave No One Behind”.

The constituents identified the following three strategic priorities and nine outcomes for the DWCP for India 2023–2027. Table 3.1 depicts the outcomes and the priorities and also reflects the alignment of the outcomes with the SDG targets and the UNSDCF.

Table 3.1: DWCP for India 2023–2027: Priorities, outcomes and their alignment to SDG targets and UNSDCF

► Strategic priority 1: Promote the International Labour Standards and the Fundamental Principles and Rights at Work, strengthen social dialogue, and support constituents for effective policy responses

Outcome 1.1: By 2027, the principles of the ILO’s fundamental instruments and other prioritized International Labour Standards are promoted.

SDG Target and UNSDCF linkage: SDG 8.7, 8.8

Outcome 1.2: By 2027, workers and enterprises, including those in the informal economy, are effectively represented through strengthened social dialogue and tripartism.

SDG Target and UNSDCF linkage: SDG 8.8, 16.6, 16.7

Outcome 1.3: By 2027, the institutional capacity of constituents is strengthened to advance gender equality and promote the Fundamental Principles and Rights at Work, including OSH and workplaces free from violence, harassment and discrimination.

SDG Target and UNSDCF linkage: SDG 3.8, 5.2, 8.7, 16.2

► Strategic priority 2: Ensure full and productive employment and decent work for all women and men, including through formalization and just transition

Outcome 2.1: 2027, employment-intensive growth promoted and LMIS are strengthened for gender-inclusive job creation.

SDG Target and UNSDCF linkage: SDG 8.3, 8.7, 17.18 | UNSDCF outcome 4 and output 6.5 (adapted)

Outcome 2.2: By 2027, all enterprises, MSMEs, social and solidarity economy (SSE) entities and value chains, including those led by women, other informal and vulnerable groups, will benefit from improved productivity, sustainability and innovations, for realizing just transitions and decent work.

SDG Target and UNSDCF linkage: USDG 8.2, 8.3, 9.3, 12.6 | UNSDCF output 4.2 (adapted)

Outcome 2.3: By 2027, inclusive, sustainable and resilient skills and lifelong learning systems are in place to facilitate access to and transitions in the labour market.

SDG Target and UNSDCF linkage: SDG 4.3, 4.4, 4.5, 8.6 | UNSDCF output 4.1 and 4.3 (adapted)

Outcome 2.4: By 2027, constituents have strengthened capacity to design and implement adequate wage-determination systems and reduce gender pay gap through social dialogue.

SDG Target and UNSDCF linkage: SDG 5c, 8.5 | UNSDCF output 4.2 (adapted)

► **Strategic priority 3: Promote and strengthen institutions to enable all workers, especially those who are marginalized and vulnerable, to improve their employment outcomes and progressively achieve universal social protection**

Outcome 3.1: By 2027, inclusive and gender-responsive laws, policies, legal frameworks and mechanisms are developed by constituents to progressively achieve universal social protection for all.

SDG Target and UNSDCF linkage: SDG 1.3, 10.4 | UNSDCF output 6.4 (adapted)

Outcome 3.2: By 2027, fair, effective and inclusive policy frameworks, institutional mechanisms and services are developed to reduce discrimination and inequalities and to protect the rights of migrant workers, women workers, especially those in the informal economy and workers in vulnerable situations.

SDG Target and UNSDCF linkage: SDG 5.4, 5.5, 10.4, 10.7 | UNSDCF output 6.2 (adapted)

These outcomes mutually reinforce each other, and each one is premised on partnerships with other actors, including from the multilateral system, with a view to amplifying the scale and impact of the actions of the ILO and its constituents.

The outputs under each outcome in the results framework add clarity with respect to the focus of the DWCP for India 2023–2027, clearly identifying the contributions of the ILO and its constituents.



D. Description of strategic priorities and outcomes – DWCP for India 2023–2027

Strategic priority 1: Promote the International Labour Standards and the Fundamental Principles and Rights at Work, strengthen social dialogue, and support constituents for effective policy responses

Outcome 1.1: By 2027, the principles of ILO fundamental instruments and other prioritized International Labour Standards are promoted.

Major landmarks in India's labour regulatory system, including industrial relations laws, wage laws, social security laws and welfare legislations as well as its social policy focus have evolved alongside the International Labour Standards. Before June 2022, India had ratified 6 of the 8 core ILO Conventions. With the addition of OSH and its corresponding Conventions, 4 of the (now) 10 core Conventions remain unratified by India: Convention Nos. 87 and 98 pertaining to the Freedom of Association and Collective Bargaining, and Convention Nos. 155 and 187 pertaining to OSH.

India has recently enacted four labour codes: the Code on Wages, 2019; Industrial Relations Code, 2020; Code on Social Security, 2020 and Occupational Safety and Health; and Working Conditions Code, 2020 (PIB 2022). During the DWCP 2018–2022, the ILO provided technical assistance to employers and workers organizations for understanding the provisions of the Codes. Further, the central trade union (CTU) were provided assistance in drafting comments to the four Codes to prepare a joint recommendation. The process of formulating the Rules is currently in progress and the Codes will come into effect with the final notification of the Rules. The formulation of Rules will further specify the intended benefits of the Codes, such as robust working conditions and social security for workers, particularly those engaged in vulnerable categories of work. It would be important to align the legislative frameworks with the ratified Conventions. The ILO and its constituents will work towards promoting decent work and sustainable development through ratification and application of International Labour Standards.

Capacity building to sharpen appropriate skills and competencies of the labour administration, especially at the state level, will be crucial for ensuring effective enforcement of the labour laws. Considering that implementation challenges facing the labour regulatory system, it is important that the labour administration, especially at the state level, is provided capacity building training to sharpen appropriate skills and competencies for ensuring effective enforcement of the labour laws. The professional collaboration between V.V. Giri National Labour Institute (VVGNI) of the Ministry of Labour and Employment and International Training Centre (ITC) of ILO may be strengthened for identifying the training needs of the labour administration and organizing customized capacity building interventions.

Social partners have identified the need to engage in the process of harmonization of labour laws with international standards considering their concerns and suggestions. Given that labour is a subject on the Concurrent List of the Constitution of India, which enables both the central and the state government to enact legislation, social partners have recommended collaborating with state governments to ensure that national laws are effectively implemented to protect the rights of workers.

The Theory of Change for Outcome 1.1 is that **if** the constituents engage in the process of harmonizing national labour laws with international standards, **then** the national laws will address the concerns of the social partners; and **if** the constituents engage at the state level on the implementation of national laws, **then** more workers will be able to access their rights and entitlements; and **if** national laws are harmonized with international standards, **then** workers will benefit from decent work that improves their lives and gives them dignity.

All the outcomes, outputs and interventions under the DWCP (2023–2027) will be guided by and safeguard the International Labour Standards as they reach across the four strategic objectives of the Decent Work Agenda and protect workers and account for the needs of sustainable enterprises. Outcome 1.1 will contribute to the provision of technical assistance towards the ratification, alignment, promotion and implementation of core and other technical labour standards. Harmonizing national laws with the International Labour Standards will also be supported.

The DWCP interventions will also focus on fostering partnerships at the state level for improved application of ratified Conventions

and/or national laws. The ILO will support the constituents in undertaking gap analyses and pre-ratification reviews of national laws and practices as applicable; support the preparation for ratification and effective application, including through the sharing of ratification and application experiences from other countries and pre-ratification advice on draft labour and social security laws and regulations. In consultation with the constituents, the ILO will help accelerate the follow-up to the recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG) and support constituents in examining and addressing comments from ILO supervisory bodies regarding the implementation of the International Labour Standards. This will include in the context of UN Cooperation Frameworks addressing requests for support and requests pertaining to labour provisions in trade agreements.

Outcome 1.2: By 2027, workers and enterprises, including those in the informal economy, are effectively represented through strengthened social dialogue and tripartism.

Tripartite consultative mechanisms in India which advise on evolving principles and policies related to labour are mainly: the Indian Labour Conference, the Committee on Conventions and the industrial committees for various sectors. These national-level tripartite institutions are supplemented by tripartite consultative mechanisms at the industry/sectoral level (banking, coal, shipping, oil, tea plantations, etc. and in most other public sector undertakings (PSUs)), and collective bargaining in some of these industries and PSUs is firmly entrenched. At the state level, many states have experimented with social dialogue mechanisms to ensure welfare and job security for different categories of unorganized sector workers.

Social partners have articulated the need to revitalize tripartite mechanisms at the national level. There was also a felt need to promote tripartite mechanisms and social dialogue at the state level. In addition, bipartite dialogues are critical for workplace cooperation and dispute resolution.

The DWCP for India 2023–2027 will aid constituents in: facilitating the extension of the social dialogue process by building capacity and strengthening the organization of small and micro sector employers and own account and wage workers in the informal sector; promoting the rights to freedom of association and strengthening and promoting

collective bargaining processes and outcomes for improved working conditions and just transitions; fostering workplace cooperation that promotes consultation and dialogue for safe and productive workplaces; providing legal and policy advice to develop or strengthen regulatory frameworks for labour relations and dispute prevention and resolution systems; assessing and strengthening labour administration institutions through improved regulatory frameworks, structures, policies, planning and procedures in line with ILO standards and guidelines and UN principles; and reinforcing the capacities and effectiveness of labour inspectorates through strategic compliance approaches, new methodologies, tools, practices and competencies.

The Theory of Change for Outcome 1.2 is that *if* advocacy for strengthening tripartite institutions at the national level is continued, *then* social dialogue on the key challenges in the world of work can be strengthened, leading to more democratic governance of labour; and *if* the capacities of social partners on bipartite dialogue is strengthened, *then* mechanisms for workplace cooperation can be developed and promoted and dispute resolution can be addressed more effectively.

The ILO's support to employers/employer and business membership organizations (EBMOs) will include advocating for evidence-based, data-driven policy reforms, taking into account the priorities of the private sector for improvements in the business climate and in productivity growth through research and communication. EBMOs and their members will also be supported in becoming high-performing, well-governed and resilient organizations through mapping, capability assessments and human resource development. Developing high-impact, needs-driven services; fostering long-term business competitiveness; and supporting the industry in addressing environmental, social and governance challenges will be other areas of work under the DWCP.

The ILO support to the workers' organizations will include identifying gaps in governance, institutional/organizational strength, service provision and representativeness through a gender- and youth-sensitive lens and reinforcing new approaches, including through digital means and communication strategies. Capacities of the workers' organizations will be built for developing strategies and action plans that reflect workforce diversity and address new forms of organizing work and employment relationships, such as in the digital economy. Handholding support will be

provided for developing solutions, action plans and policy proposals that take into account relevant International Labour Standards to tackle decent work deficits, particularly those faced by workers in the informal economy, in the rural economy and in supply chains, with a focus on women and the youth.

Participation of the employers' organizations and the workers' organizations in the UN development processes, including the UN Cooperation Frameworks and CCAs, will also be facilitated.

Outcome 1.3: By 2027, institutional capacity of constituents strengthened to advance gender equality, and promote the Fundamental Principles and Rights at Work, including OSH and workplaces free from violence, harassment and discrimination.

The elimination of all forms of forced or compulsory labour and the effective abolition of child labour and discrimination are at the core of the Fundamental Principles and Rights at Work. With regard to the core Conventions that India has ratified, it is worth noting that the country has taken significant steps to realize those objectives. In several ways, India's legislative framework on forced labour exceeds the minimum standards set by the Conventions. The country also amended its law on child labour in 2016, bringing it closer to international standards. The Indian Government had established two country-wide mechanisms to address child labour, namely the PENCIL (Platform for Effective Enforcement for No Child Labour) Portal and the National Child Labour Project; the latter has now been merged into the Samagra Shiksha scheme of the Ministry of Education.

While India has ratified Conventions Nos. 182 and 138 in 2017, some challenges remain. The National Human Rights Commission, at the direction of the Supreme Court, has set up a special task force to review the progress made by the government in eliminating bonded labour. The Bonded Labour System (Abolition) Act, 1976 provides a comprehensive rehabilitation package to victims of forced labour including children. The government has also drafted an anti-trafficking bill.

Despite these efforts, many workers and communities continue to be vulnerable to violations of the Fundamental Principles and Rights at Work. In addition, the inclusion of a safe and healthy working environment as a Fundamental Principle and Right at Work in June 2022 has renewed the momentum to promote rights-based labour,

trade and investment policies at the national and international levels and in supply chains.

All ILO Member States are now expected to examine the possible ratification of Conventions Nos. 155 and 187 as the new Fundamental Principles and Rights at Work core Conventions. India had formed a taskforce for the ratification of the key OSH Conventions in 2018, resulting in rich discussions. Concrete action towards ratification, such as gap analysis and revitalization of tripartite taskforces, can be pursued. In line with Conventions Nos. 155 and 187, India has also effectively advanced the ILO's national OSH programme approaches and already published its national OSH policy and national OSH profile in 2009 and 2020 respectively.

The next vital step is the development of a national OSH programme, which had been discussed at a MoLE workshop in December 2019. Workplace-level safety and health committee activities need to be promoted, and the reporting systems for occupational injury and disease needs to be strengthened. OSH protection should be extended to small enterprises and rural and informal sector workplaces in conjunction with other Fundamental Principles and Rights at Work elements.

The constituents solicited support to progressively harmonize the national OSH code with international standards, and their effective application. They emphasized on the need to strengthen labour inspection and reporting accidents and occupational diseases. Further, social partners acknowledge child labour as a continued challenge and have solicited support for interventions that enable tracking such children, taking measures to mitigate these instances, and implementing appropriate punitive measures. Strengthening the statistics on child labour in India is another key area of work.

The Theory of Change for Outcome 1.3 is that *if* an integrated strategy for elimination of child labour and promoting livelihoods for the families is implemented, *then* the incidence of child labour will be considerably reduced or eliminated; and *if* the national OSH codes are harmonized with the International Labour Standards and implemented effectively, *then* a safe and healthy work environment can be ensured, leading to better working conditions for workers.

As part of the DWCP for India 2023–2027, the ILO's constituents will be supported in taking concerted action to address Fundamental Principles and Rights at Work deficits, combining knowledge

development, capacity building, assistance through ongoing/new development cooperation interventions, leveraging innovation, partnerships, advocacy and communication and mobilizing resources. The ILO will also support constituents towards evidence-based policymaking to address the root causes of child labour and forced labour, with a view to accelerate progress towards the achievement of SDG target 8.7. The constituents will be supported for developing an integrated strategy for the elimination of child labour and forced labour. Networking and partnership through Alliance 8.7, International Programme on the Elimination of Child Labour (IPEC+), and business networks (such as the Child Labour Platform and the ILO Global Business Network on Forced Labour) will be promoted.

A convergent, household-focussed approach will be adopted in demonstrable pilot programmes, addressing the needs of all household members, such as education, health, nutrition, livelihoods, skills and social protection, in order to address the challenges of child labour/forced labour. In



addition, effective partnerships will be forged towards this.

Support will also be provided to the Indian Government to ensure that regulatory and policy frameworks are aligned, as practicable, to the ILO Fundamental Conventions relating to OSH. Technical assistance will be provided to constituents at the national and state levels to build awareness on OSH.

Strategic priority 2: Ensure full and productive employment and decent work for all women and men, including through formalization and just transition

Outcome 2.1: By 2027, employment-intensive growth promoted and LMIS are strengthened for gender-inclusive job creation.

Given the narrowing window of India's demographic dividend, it is imperative that the nation's economic policies urgently focus on providing productive and decent employment, especially for the youth. Employment-intensive manufacturing sectors with relatively higher employment elasticity must be promoted to achieve an employment-centred growth process. Creating an enabling policy environment for micro and small firms to graduate to the medium and large stage is critical for promoting manufacturing growth and generating productive employment.

Given that agriculture continues to be a dominant source of employment, there is also a need to concentrate on rural economic diversification and thus facilitate productive structural transformations. Improving the quality of employment-intensive construction jobs, which accounted for 12.6 per cent of the total employment in 2020–2021 (even higher than manufacturing) will be significant in scaling up the quantitative and qualitative aspects of employment.

Promoting productive and sustainable enterprises in employment-intensive sectors is also critical in scaling up employment elasticity and generating quality jobs. There is a tremendous potential for employment creation in the green economy, digital economy and emerging sectors, such as the care economy, which can contribute to sustainable development and address some of the key challenges to India's growth, such as the participation of women in the workforce.

A robust LMIS is a necessity in evidence-based policymaking to promote quality job creation. There is an urgent need for the data on the key indicators of the labour market collected through major national surveys, such as the PLFS, to be harmonized and made compatible with the latest International Conference of Labour Statisticians (ICLS) recommendations, ensuring compatibility with global standards.

It is also important that the Labour Bureau undertakes customized surveys to understand the growth and patterns of new forms of employment, such as in the gig and platform economies and in e-commerce service industries. Labour Bureau surveys should also be made compatible with the best practices in international labour statistics.

Important administrative data on payrolls, provident fund and other welfare funds as well as on accidents and injuries are available with various organizations of the MoLE, such as the EPFO, ESIC, Directorate General Labour Welfare (DGLW) and Directorate General Factory Advice and labour Institutes (DGFASLI). Such administrative data needs to be integrated, harmonized and rationalized on a common platform in order to build up a robust LMIS. This process could include the use of administrative data to supplement existing surveys and provide a means for the transmission of on-the-ground information to policymakers and social partners.

Social partners have also highlighted the importance of focussing on employment-rich economic development policies and ensuring that the jobs thus created provide decent work that gives dignity to all workers. They emphasized the availability of timely, updated and reliable labour statistics. The Government of India's focus is on improving the national labour statistical system by developing methodologies relating to data collection, processing, analysis and dissemination at par with international standards.

The Theory of Change for Outcome 2.1 is that *if* the capacities of constituents are strengthened to develop and implement policies, strategies and plans to facilitate the generation of decent employment opportunities, *then* more productive employment resulting in better socio-economic outcomes would be generated; and *if* the LMIS is made more robust and harmonized to global standards, *then* more appropriate and evidence-based employment promotion policies can be formulated.

The DWCP for India 2023–2027 will contribute to strengthening the capacities of constituents at the national and state levels so that employment policy frameworks are rights-based and human-centred, inclusive and gender responsive. Social dialogue that ensures the representation of women along with men will be promoted so that policy frameworks promote decent work and are forward-looking in facilitating a just transition to a green and digital economy.

Constituents will be given technical support for: (i) advocacy and evidence-based research on formalization, social protection, wages, conditions of work and productivity; (ii) forging collaborations that strengthen labour statistics at par with international standards; (iii) capacity building to adopt the latest statistical standards as endorsed by the ICLS on key labour market variables, and for producing and disseminating statistics in relation to the SDG indicators under the ILO's custodianship and for those related to decent work; and (iv) strengthening the LMIS using national administrative data and other sources which are integrated in national statistical systems with increased capacity to analyse decent work trends.

The technical support provided by the ILO to constituents through the DWCP for India 2023–2027 will also aim to integrate the promotion of decent work and the enhancement of productivity in the rural economy into policies and strategies. This will be done in line with relevant International Labour Standards, paying particular attention to the youth and women and supporting formalization. Capacities will be strengthened for developing and implementing targeted interventions, including the extension of social protection to rural populations, rights-based employment-intensive programmes, and community-based skills and lifelong learning to promote decent jobs in sectors such as agri-food sector and other rural economy sectors such as tourism, mining, forestry and fisheries. Employment diagnostics and impact assessments will be undertaken to analyse labour market trends, inequalities, and emerging opportunities and challenges to support evidence-based policies, including in disaster settings, and with a focus on women and youth; and assessing the impact of transitions and transformations on labour markets, including those driven by digitalization, demographic shifts and climate change.

Outcome 2.2: By 2027, all enterprises, MSMEs, SSE entities and value chains, including those led by women, other informal and vulnerable groups, will benefit from improved productivity, sustainability and innovations, for realizing just transitions and decent work.

Revitalizing existing firms and creating an enabling environment to set up new and sustainable enterprises in the MSME sector must be accorded top priority. Ensuring that all enterprises, particularly MSMEs, benefit from improved productivity and competitiveness while providing better, safe and secure working conditions is high on the agenda for social partners. Strengthening the institutional capacity to adhere to regulatory and administrative norms and to access research and development facilities, innovation support and credit linkages are other focus areas, with the objective to ensure the sustainability of enterprises. Knowledge exchange for emerging technologies and transitions to green energy will also be supported.

The Theory of Change for Outcome 2.2 is that *if* the capacities of constituents are strengthened to build sustainable, productive enterprises and supply chains that promote decent work, *then* economic growth and decent work can be promoted; and *if* enterprises are capacitated in focussing on business and human rights, just transitions and productivity, *then* there is greater potential for them to be integrated into GVCs.

The DWCP for India 2023–2027 will focus on: (i) providing technical assistance towards stocktaking and diagnosing prevailing policies and regulatory frameworks to assess their relevance, in line with International Labour Standards, to create, support and maintain sustainable enterprises throughout the life cycle; (ii) strengthening constituents' capacity to create an enabling environment to develop sustainable enterprises, particularly MSMEs, including those led by women and social and solidarity economy (SSE) entities; (iii) build constituents' capacities to identify and address the underlying challenges and opportunities for productivity enhancement, enterprise development, decent job creation, exercising workers' rights and entrepreneurship development; (iv) advancing decent work, Fundamental Principles and Rights at Work, productivity growth, formalization and responsible business conduct, including supply chain due diligence processes when applicable; (v) improving the collection and use of data in developing

evidence-based and integrated policies for supply chains to support inclusive economic growth, greener business practices and decent work; (vi) facilitating social dialogue and collective action to identify and address the root causes of violations of labour rights in supply chains and promoting and enabling access to remedies; (vii) promoting knowledge exchange on technological advances and transitions to a green and circular economy; and (viii) adopting, revising or operationalizing policies, regulations, programmes, institutional coordination mechanisms or action plans to facilitate the transition to formality for enterprises and their workers by governments, social partners or other relevant actors in the enterprise formalization support system.

Outcome 2.3: By 2027, inclusive, sustainable and resilient skills and lifelong learning systems are in place to facilitate access to and transitions in the labour market.

Social partners have highlighted the importance of skilling, reskilling and upskilling to be future ready. Workers' representatives have emphasized that workers will be affected by climate change events, the transition to a green economy and the introduction of artificial intelligence (AI)/technology, and they need to be equipped and skilled to respond to the fast-changing and unpredictable future of work. Focusing on digital skills and skills for the future (including in green jobs and AI), life skills and soft skills will enable the youth and women to enter the workforce and enhance their productivity. It will also enable them to move up the ladder from low-skill, low-paying jobs to higher-skill, higher-paying jobs. Some of the focus areas for the DWCP includes undertaking skills mapping, supporting integrated information systems, participating in revising technical and vocational education and training (TVET) courses, supporting national initiatives on skill development, and advocating with employers for the continuous upgradation of workers' skills. Finally, special attention also needs to be paid to the skilling needs of the women.

Representatives of employers' organizations have noted that labour productivity is dependent on a number of factors, workforce skills being key among them. The skills mismatch is widening with the fast-paced changes in technology and business operations and bridging this gap will be essential to boosting productivity. Focussing on TVET courses and the periodic revision of the curriculum in line with industry requirements, developing local skills based on skills anticipation

for local or regional economic development, and skills development in support of the manufacturing sector will contribute to the Indian Government's "Make in India" priority. Life skills, communication skills, digital literacy, IT skills, entrepreneurial skills and some sector-specific vocational skills may also be integrated into the curriculum at different levels of schooling, with the role of apprenticeship being highlighted.

The Government of India has prioritized skills development as part of its G20 initiatives focussing on international skills mapping, the harmonization of skill taxonomies and the certification and upgradation of skills curriculum.

The Theory of Change for Outcome 2.3 is that **if** the skill ecosystem is upgraded to be future ready, **then** workers will be more employable and productive; and **if** workers are skilled in transitioning to a green economy and advanced AI/technology, **then** India will be able to harness its potential for the Fourth Industrial Revolution and advance on its commitment for green growth; and **if** India's workforce, particularly women and the youth are appropriately skilled, **then** India will be able to reap the benefits of its demographic dividend.

The ILO constituents will be supported under the DWCP for India 2023–2027 in contributing to national priorities on skilling. The DWCP will focus on: (i) strengthening the capacity of government training institutions for entrepreneurship; (ii) collaborating with the government on TVET; and (iii) providing platforms for industry engagement with the skill ecosystem. The DWCP will also pay special attention to lifelong learning in relation to the changing world of work and addressing the issue of high percent of working age neither in employment nor in education or training (NEET) population. Skilling of workers in emerging sectors such as digital economy, green economy and care economy will be emphasized upon. Designing programmes for on-line delivery of skill development programmes will be supported. The DWCP will focus on supporting and promoting innovative systems for quality apprenticeships, work-based learning, vocational and career guidance, and skills needs anticipation. It will also focus on promoting flexible, inclusive, innovative skilling, reskilling and upskilling interventions that have strengthened links between formal and non-formal skills development and digital skill certification tools.

Outcome 2.4: By 2027, constituents have strengthened capacity to design and implement adequate wage determination systems and reduce gender pay gap through social dialogue.

The key priorities in ensuring wages as a catalyst for accelerating growth are: arriving at scientifically determined and evidence-based adequate national and regional minimum wages through social dialogue; ensuring the active involvement of social partners in strengthening the implementation of minimum wages; focussing on aspects like public information campaigns, strengthening inspection systems, ensuring an effective wage claim settlement and grievance redressal system to improve compliance; regulating pay slips or piece rate work or implementing measures to improve productivity and efficiency, including new working time arrangements; identifying and advocating living wages for specific sectors, especially those that are linked with supply chains; and facilitating a collective bargaining process that would improve negotiations for better wages and working and living conditions above the statutory minimum levels. In addition, an effective centre-state coordination mechanism to ensure the effective application of the Wage Code, 2019, would strengthen the minimum wage system in the country.

Workers' representatives have flagged wage security, adequate minimum wages, eliminating the gender pay gap and ensuring equal pay for equal work as the issues that need focussed attention. They highlighted that workers re-entering the labour market after the COVID-19 pandemic are forced accept a lower wage rate, emphasizing the need for social dialogue on setting decent and secure wages.

The Theory of Change for Outcome 2.4 is that **if** the wage setting mechanism involves social dialogue, **then** a consensus can be reached for arriving at adequate minimum wages; and **if** technical capacities of the constituents are enhanced and awareness built, **then** the social dialogue will be more productive; and **if** minimum wages are fixed, applying a scientific method that eliminates the gender wage gap and ensures equal wage for equal work, **then** productivity will improve.

The DWCP for India 2023–2027 will contribute to: (i) strengthening constituents' capacities to improve wage-setting systems focussed on reducing the gender pay gap, equal wages for equal work, wage protection that accounts for the needs of families

as economic factors; (ii) providing evidence base in support of determination of minimum wages; (iii) providing technical assistance to monitor and promote minimum wage compliance; (iv) developing a framework/guidance on the concept of living wages and encouraging engagement with living wage initiatives, and productivity improvement of enterprises by developing a better understanding of the macro factors and institutions that enable rising wages and engaging in national and/or sectoral living wage initiatives; (v) improving wage systems through social dialogue, including in the areas of minimum wage, collective bargaining for wages, public sector pay, wage protection, equal pay for work of equal value, and setting wage levels accounts for the needs of workers; (vi) strengthening laws, policies and measures regarding working time limits and rest periods as well as their implementation; (vii) providing technical assistance and strengthening the capacity of constituents to implement equal pay measures, inter alia, through sectoral approaches, including becoming an Equal Pay International Coalition (EPIC) member; (viii) gathering and expanding the knowledge on the underlying causes and impacts of gender-based industrial and sectoral occupational segregation, including in relation to equal pay for work of equal value; and (ix) promoting balanced working time and work organization arrangements, that can improve work-life balance, gender equality and productivity.

Strategic priority 3: Promote and strengthen institutions to enable all workers, especially those who are marginalized and vulnerable, to improve their employment outcomes and progressively achieve universal social protection

Outcome 3.1: By 2027, inclusive and gender-responsive laws, policies, legal frameworks and mechanisms are developed by constituents to progressively achieve universal social protection for all.

Progress towards the achievement of universal social protection has been slowed down by high levels of informality and inequality, limited fiscal space for financing social protection, institutional fragmentation reducing effectiveness and efficiency, and changing priorities affected by

factors such as health and socio-economic crises, geopolitical tensions, technological transformations, climate change and demographic shifts. While the COVID-19 pandemic exposed significant deficits in social protection systems, it also triggered an unparalleled social protection policy response to protect people's health, incomes and jobs, ensure business continuity, stabilize aggregate demand, and foster social cohesion. Constituents highlighted the importance of social protection, especially in the context of the events that unfolded after the spread of the COVID-19 pandemic.

Constituents highlighted the importance of social protection, especially in the post-COVID-19 pandemic scenario. Given that almost 90 per cent of the Indian workforce is in the informal sector, a serious challenge is to identify and operationalize sustainable and inclusive social protection measures. Raising awareness on government schemes and supporting workers in accessing them was a key focus area identified by social partners. In addition, assessing the various options for sustainable financing of social security for all workers, particularly in the informal sector and gig/platform economy, is a key priority for the Government of India.

To be effective, however, investment in social protection must go beyond one-off crisis response measures and be part of broader and longer-term policies preventing poverty, reducing inequalities and contributing to employment creation, productivity growth, decent work and an enabling environment for sustainable enterprises. It also requires securing adequate financing for public social expenditure by creating fiscal space and strengthening the governance of social protection systems to ensure their sustainability, resilience and responsiveness to both life-cycle risks and co-variate shocks. Improved access to adequate social protection will ensure that workers in all types of employment, and their families, can enjoy greater income security and access to healthcare. This will require the extension of social coverage to workers and enterprises in informal and rural economies, domestic workers, platform workers, migrants and persons with disabilities, and the reduction of gender inequalities in coverage and adequacy.

To devise and implement a comprehensive social protection system, tripartite social dialogue is very valuable and should be prioritized. There is also an important need to ensure that those who are already covered by various social security entitlements, including those in the organized

sector, are receiving them and that those benefits are appropriate to deal with different kinds of insecurities. Considering that a significant proportion of workers in India move from one job to another and across locations, the portability of social security benefits should be accorded top priority. The innovative use of technology in different stages of implementing social security programmes, ranging from the identification of beneficiaries to enrolment and disbursement of benefits, is the surest means to ensure portability of benefits as well as improve operational efficiency.

The Theory of Change for Outcome 3.1 is that *if* there is awareness about the available social protection coverage, *then* eligible workers will be able to access it, resulting in increased coverage; and *if* various options for sustainable financing of social protection, particularly for informal workers and gig/platform workers are available, and *if* the social protection coverage is expanded, *then* workers will be more resilient to future shocks on their jobs, livelihoods and incomes.

The DWCP for India 2023–2027 will help identify various options for sustainable financing of social protection, particularly for informal workers and gig/platform workers. It will build capacities to: (i) ratify and apply updated social security standards, including the Social Security (Minimum Standards) Convention, 1952 (No. 102); (ii) advocate for portability of social protection for migrant workers (internal as well as external); (iii) improve the statistics on social protection coverage by promoting coordination between state and central mechanisms; (iv) strengthen online registration for workers and support the effective design of social protection schemes for informal workers; (v) support in designing and implementing gender-responsive and disability-inclusive social protection policies and systems, including social protection floors that are based on social dialogue and anchored in legal frameworks guided by relevant standards; (vi) strengthen capacities to adequately and sustainably design, implement and monitor social protection systems, including through South–South and triangular cooperation and multi-stakeholder partnerships; (vii) develop adequate and sustainable social protection financing strategies and promote the participation of ILO constituents in national dialogues with ministries of finance, UN country teams and international financial institutions (IFIs); (viii) improve capacities for the governance, institutional coordination and administration of social protection systems and

schemes, including through actuarial valuations, fiscal space analysis, policy, legal, institutional and monitoring frameworks, harnessing digital technologies and new service delivery modalities; and (ix) strengthen capacities to collect and analyse gender disaggregated statistics and track progress in achieving universal social protection through SDG indicator 1.3.1.

Outcome 3.2: By 2027, fair, effective and inclusive policy frameworks, institutional mechanisms and services are developed to reduce discrimination and inequalities and to protect the rights of migrant workers, women workers, especially those in the informal economy and workers in vulnerable situations.

Constituents identified women workers, migrant workers, home-based workers, gig/platform workers, domestic workers, own-account workers, workers living with HIV, and people with disabilities as the most vulnerable group of workers. While all the outcomes of the DWCP for India 2023–2027 will focus on these groups, Outcome 3.2 will comprise interventions dedicated to vulnerable workers.

Addressing low FLFPR is essential for boosting economic growth. Studies have reported that women's burden had increased manifold in the context of the pandemic, and they have had to navigate increased domestic work alongside the pressure of coping with income losses. The proportion of women who lost jobs was higher than men during the first lockdown in 2020. For working women, the burden of domestic work increased without any corresponding relief in the hours spent in employment. A human-centred recovery from the multiple crises requires improving the female labour force participation in India. This, in turn, requires a concerted investment in women's education and employment opportunities, including in the care economy, reducing gender-based discrimination in wages, recruitment and conditions of employment. Equally, it also requires investing in creating environments at work, and while commuting to and from work, that are free from violence and harassment. The environment needs to enable women workers to join the labour force, access decent employment opportunities and strengthen their voice and representation. It is equally important to recognize that the processes (like social dialogue) adopted in evolving and implementing these policy measures to improve FLFPR should be as important as the targeted outcomes.

The India UNSDCF (2023–2027) notes that “women’s education levels in India have improved markedly in recent years, however mismatches between the skills acquired at school and those needed in the marketplace remain wide, and good quality job opportunities for women remain scarce. In addition, women may also be discouraged from entering the workforce due to persistent discriminatory norms and practices. Overcoming these obstacles will be critical for realizing a successful demographic transition and fuelling further structural transformation of India’s economy going forward”.

A defining feature of the contemporary world of work, labour migration has been recognized as a powerful driver of sustainable development for migrants and their communities by the 2030 Agenda. Protecting the rights of migrant workers is critical in improving migration outcomes. Given that most rights are based on fixity of location, it is vital to situate rights in the increasing spatial mobility of the workforce. The portability of all social security benefits across regions must be ensured along with access for migrant workers and families to quality healthcare, educational facilities, and housing and sanitation amenities at the destinations.

There is an urgent need for countries like India, with a long history of migration links with the rest of the world, to proactively promote labour migration as an effective livelihood and development strategy. Considering the ageing process in developed economies and accelerated technological advancements across the globe, skill shortages in different sectors are being reported in several countries. Skills gap mapping exercises in destination countries are pivotal in operationalizing effective skills supply responses. Thorough assessments of skills certification and accreditation systems in the destination countries also need to be conducted to align customized skills development trainings at skill development centres in India to these standards. India should forge skill- and sector-specific bilateral labour mobility agreements for the supply of workers to different migrant-receiving countries.

In addition, return migration is an integral aspect of contemporary labour migration flows. However, this issue and related matters – the reintegration and optimal utilization of financial resources as well as the skills of return migrants – have received scant attention. The question of return migration receives attention only when migrants come back in a distressed state in crisis situations, such as

the recent pandemic. Return migration policies need to be positioned as a critical component of the migration policy framework. The main requirement for this is creating a database on return migration. This process of database generation should in fact begin at the stage of the first outmigration itself. Finally, it is vital to recognize that effective return migration policies are the most reliable means to maximize the developmental outcomes of migration.

The Theory of Change for Outcome 3.2 is that *if* the capacities of social partners are built to advocate for greater equality at work, *then* working conditions will be amenable to vulnerable workers joining the workforce; and *if* the special needs of vulnerable workers in terms of skilling, social protection, working conditions, workplace harassment are addressed, *then* the overall LFPRs will improve; and *if* investments are made in the care economy, *then* more women can enter the workforce and more jobs will be created; and *if* the labour market is inclusive, *then* labour intensive growth may be achieved.

Towards this, to improve the FLFPR, the DWCP will focus on: (i) building capacity of the social partners for greater inclusion, particularly for women; (ii) providing technical assistance to promote the care economy as an emerging sector; (iii) advocating for giving voice and representation to women across sectors and states; (iv) promoting safe and healthy working conditions that prioritize the needs of women workers; (v) advocating for the elimination of violence and harassment in the workplace; (vi) promoting social health protection and availability and access to care services for women workers; and (vii) advancing the skilling/upskilling/reskilling needs of women and promoting pay equity.

The DWCP for India 2023–2027 will support constituents’ needs to devise a fair, effective labour migration framework – based on the international standards and decent work principles which apply to all migrant workers – to achieve the objectives of the SDGs and the Global Compact for Safe, Orderly and Regular Migration (GCM). It will also support the ratification and application of relevant International Labour Standards for an effective labour migration policy and governance architecture. The focus will be on: (i) advocating for better working conditions for migrant workers; (ii) technical assistance to ensure adequate social protection to all vulnerable workers, particularly for the portability of social protection benefits for migrant workers; (iii) policy-level engagements at the national and state level on issues related

to migrant workers (such as skills and data on migration); (iv) effective reintegration of international migrants and collaboration on international corridors; and (v) linkages between migration and climate change in the context of just transition and crisis-induced movement.

The ILO will support the constituents to: (i) develop reliable and accessible data and knowledge on migration to support informed decision-making and improve labour migration governance framework at the national and state level; (ii) develop qualitative and quantitative research on the structural barriers to the advancement of women and marginalized groups in labour markets, and examine and monitor global trends with a focus on digitalization and climate change; (iii) build capacities for the ratification and effective implementation of International Labour Standards relevant to equality and non-discrimination; (iv) strengthen legal, policy and institutional frameworks to eliminate all forms of discrimination, including violence and harassment, by applying an intersectional approach; (v) strengthen the capacity of social partners to increase the representation of women and marginalized groups in decision-making processes; (vi) develop policy guidance and tools on equality, diversity and inclusion with a focus on persons with disabilities and workers living with HIV; (vii) gather and expand knowledge on the underlying causes and impacts of gender-based industrial and sectoral occupational segregation, including in relation to equal pay for work of equal value; and (viii) build on the ILO's worldwide survey, enhance knowledge on discrimination-based violence and harassment, and effective actions to prevent and address it.

E. Assumptions

The key assumptions for realizing the results of the DWCP for India (2023–2027) are:

- ▶ A continued commitment from the Indian Government (with respect to both policy and funds) and stakeholders to support employment-rich, green socio-economic development;
- ▶ A continued focus from social partners on the medium-term strategies they propose for the DWCP and for them to contribute effectively;
- ▶ An enabling environment for marginalized and vulnerable working populations to ensure an equitable access to employment, education and engagement opportunities;
- ▶ New partnerships established and existing strategic collaborative efforts strengthened in supporting economic growth and diversification and employment creation;
- ▶ Flexibility in interventions to proactively adapt to emerging labour market and economic conditions and changing political focus;
- ▶ A continued commitment and willingness from stakeholders to form alliances and align their priorities to the overall socio-economic development goals of the country considering the specific interests of different partners; and
- ▶ A commitment from young people to invest their time and efforts in being employed, continually upskill and engage in civic decision-making.

F. Risks

- ▶ Weakening macro-economic prospects due to the slow recovery from the COVID-19 pandemic, global fuel, food, fertilizer and financial crises, international conflict, and trade tensions;
- ▶ Recurrence of waves of COVID-19 infections, requiring restrictions that adversely impact the economy and employment;
- ▶ Insufficient creation of decent work and employment opportunities, leaving a large segment of the working age population trapped in low-productivity sectors;
- ▶ Women's labour force participation remaining low;
- ▶ Mismatches in the supply and demand of employment and education opportunities;
- ▶ Skill mismatches;
- ▶ Shifts in priorities, policy, regulatory, and institutional frameworks; and
- ▶ Implementation constraints due to funding gaps, weak capacities, convergence challenges and weak partnerships.

The risks will be mitigated by:

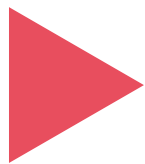
- ▶ Ensuring regular engagement with the constituents and relevant stakeholders;
- ▶ Keeping abreast of the emerging situations and taking proactive measures to respond to them in consultation with the constituents;
- ▶ Strengthening and adopting risk identification and mitigation procedures that enable agile responses by reprioritization in consultation with constituents;
- ▶ Regular capacity building of constituents;
- ▶ Engaging with a range of partners to progress on resource mobilization; and
- ▶ Promoting the practice of anticipatory planning internally for better risk management.

G. Partnerships

The ILO's tripartite constituents, the government, employers' and workers' organizations, will be actively engaged in implementing the medium-term strategic priorities through the DWCP, both at the national and state level. Partnerships will be strengthened with UN agencies in India, contributing to UNSDCF Outcome 4, towards the shared objective of ensuring that the working age population, particularly the most vulnerable and marginalized groups, benefit from and contribute to inclusive growth from productive competitive

and diversified economic units creating decent work and sustainable livelihoods. Based on the strategic priorities and the needs under each of the outcomes of the DWCP for India 2023-2027, partnerships with different government ministries and departments at the central, state and district levels will be undertaken. Major central/national-level partners include: MoLE and its institutions, such as ESIC, EPFO, VGNLI, Labour Bureau, DGLW, and DGFASLI; Ministry of MSME; Ministry of Skill Development and Entrepreneurship; Ministry of Statistics and Programme Implementation; Ministry of External Affairs; NITI Aayog; Ministry of Education; Department of Industries; Ministry of Rural Development; Ministry of Chemicals and Petrochemicals; Ministry of Housing and Urban Affairs; Ministry of Social Justice and Empowerment; Ministry of Health and Family Welfare; National AIDS Control Organization; Central TB Division; Department of Empowerment of Persons with Disabilities; and Ministry of Environment, Forest and Climate Change.

Partnerships with the public and private sectors and business membership organizations at the national, state, cluster and sector levels and industry chambers will be forged during the DWCP period. Engagement with IFIs, multilateral and bilateral agencies, academic institutions, civil society and other foundations will be explored. Ongoing discussions with different partners on common areas of interest in the context of the DWCP will also be prioritized.



4

Management, implementation, monitoring, reporting and evaluation arrangements



The DWCP for India 2023–2027 is a collaborative framework between the nodal government ministry for ILO, the MoLE, employers' organizations and workers' organizations in addition to other line ministries at the national and state level, NITI Aayog and other relevant stakeholders of the ILO. It reflects the priorities and outcomes set by the ILO's constituents and their commitment to achieve the goal of decent work. The constituents will follow results-based management principles and be guided by the three cross-cutting policy enablers:

- (i) enhanced knowledge, innovation, cooperation and communication to advance social justice;
- (ii) improved leadership and governance; and
- (iii) effective, efficient, results-oriented and transparent management.

A long-term approach comprising an integrated portfolio of interventions under each priority and outcome to ensure sustainability, institutionalization, effectiveness and efficiency will be adopted. A key element for the DWCP will be to promote India's role in broader agendas where the ILO also plays a key role, such as in achieving the SDGs and representation at the G20, BRICS and IBSA (India, Brazil and South Africa) Dialogue Forum. Additional opportunities from emerging South-South and triangular cooperation, including the collaboration between the VGNLI and International Training Centre of the ILO (ITCILO), Turin, will be leveraged.





The ILO and its constituents will be equal partners in ensuring the implementation of this DWCP and will be jointly responsible for achieving the results. They will be actively involved in resource mobilization, including leveraging national resources and corporate social responsibility (CSR) initiatives to support the implementation of specific outputs. Similarly, they will also be actively involved in the formulation, implementation and oversight of specific development cooperation projects, which are a key means of action to deliver specific DWCP outcomes and outputs.

A DWCP Tripartite Advisory Committee (DTAC) will guide the implementation, monitoring and evaluation of the DWCP for India 2023–2027, and this will be done collectively with the constituents. It is envisioned that this committee will meet each quarter for thematic reviews, and an annual review will be undertaken to assess implementation progress, develop an annual implementation plan, and discuss challenges and risks, including mitigation measures, for the effectiveness of the DWCP. One of the tasks of the DTAC will be to ensure the continued relevance of the DWCP to national priorities and to guide in adapting it to the emerging needs of the constituents. DTAC

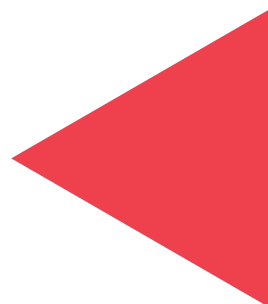
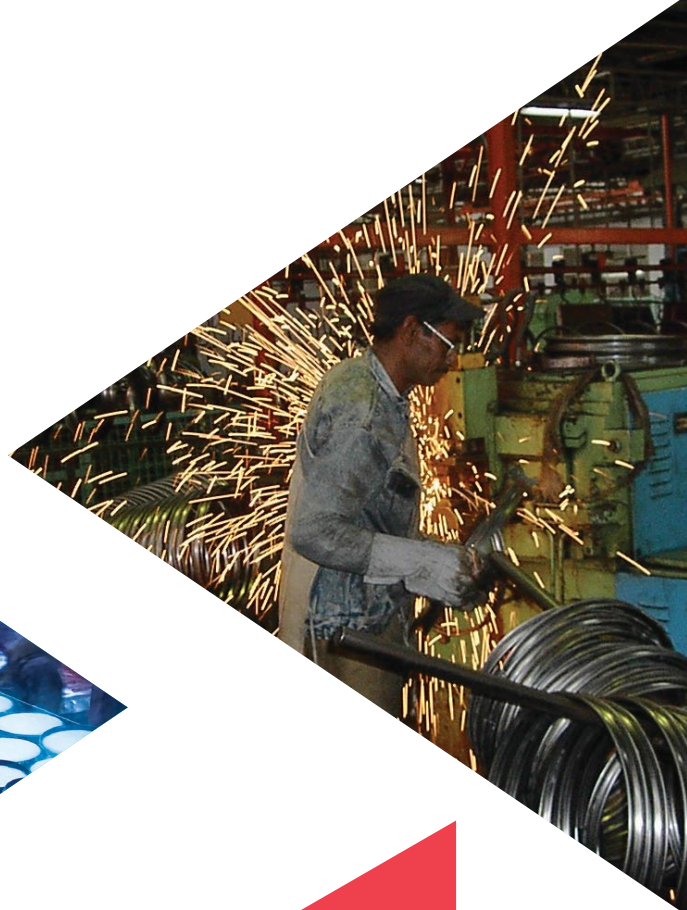
meetings will also include a tripartite review of all development cooperation projects for improved synergy with the overall DWCP, and the ILO Country Office for India will provide secretariat support. Specific attention will also be paid to evolving mechanisms to integrate and monitor progress made against the cross-cutting policy enablers.

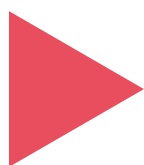
Baselines, wherever not available, will be established for each indicator in the DWCP for India 2023–2027 results monitoring plan as well as for SDG indicators. Information on the indicators will be gathered from officially recognized secondary sources and, wherever required, primary data will be collected through ILO development cooperation projects and research studies. To the extent possible, data will be collected at the impact level based on the theory of change developed in this DWCP. Surveys will be conducted in consultation with constituents with tripartite mechanisms in place and as per requirements. Official data sources will be reference points for reporting on SDG indicators. Further, the ILO will engage in relevant research to fill information gaps on SDG and provide inputs on indicators to monitor them within the framework of the

UNSDCF. The experiences and lessons learned through the implementation of the DWCP will be documented, and good and innovative practices will be highlighted and shared. The contributions of development cooperation projects are subject to separate evaluation as required by ILO evaluation policies. The results of such project evaluations will be incorporated in the monitoring and reporting of the DWCP.

Every effort has been made within the design of the DWCP for India 2023-2027 to identify and set realistic targets and results with clear quantitative and qualitative information. As the secretariat,

the ILO DWT for South Asia and Country Office for India, will support constituents in coordinating the implementation of the DWCP in India and will ensure optimum technical support to implement the DWCP. It will also support capacity building for constituents on results and outcome-based planning for more focused reviews that could guide timely adjustments to the DWCP implementation. The DWCP will be subject to independent evaluation by the ILO Evaluation Office/HQ. In addition, the DWCP will also provide information and reports to the Monitoring Evaluation and Learning (MEL) plan of the UN Cooperation Framework.





5



Funding plan

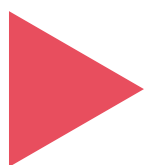
India is a middle-income country and has a number of flagship programmes and initiatives for public welfare, employment promotion and social protection. As such, traditional overseas development assistance to the country is diminishing resulting in increased need to mobilize resources for DWCP priorities. Resource mobilization to finance the implementation of the DWCP is a joint concern of the ILO Office and its tripartite constituents.

The ILO will employ its limited resources through innovative programmes, strategies and partnerships to catalyse domestic and international public and private sector resources to achieve results for the DWCP. The ILO and its tripartite constituents will develop a resource mobilization strategy to address outcome funding gaps. This will explore and promote an increased share of government resources in the overall financial envelope and stronger partnerships with the private sector, including individual donors and corporate partners, to achieve the planned outcomes and related programmes and projects. New sources of finance, which can be accessed and leveraged, will be identified, including options for blended finance and influencing the policy environment to facilitate greater resource flows to national/SDG priorities.

In the past DWCPs, the ILO Office was successful in mobilizing national resources in project mode to promote rural employment. The Office is expected to undertake joint resource mobilization by collaborating with its constituents and with other UN agencies, especially in the ILO-led Outcome 4 on economic growth and decent work in the UNSDCF.

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

The ILO and its tripartite constituents are committed to working with Indian and international partners to design new joint partnership programmes. Where possible, opportunities will be explored for constituents and partners to share costs for capacity building and other activities. South-South triangular cooperation, trust funds with the ILO, public-private partnerships and multi-bilateral development programmes are some potential sources identified to fund the implementation of the DWCP for India 2023–2027.



6

Advocacy and communication plan



The DWCP for India 2023–2027 provides an opportunity for constituents to draw up a visibility plan based 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 for South Asia and Country Office for India will work on an annual communication plan in consultation with constituents during DTAC meetings, which will reflect the strategy of various outcomes under each priority, the processes involved in achieving the indicators, the ground impact, and the contribution of partners. A combination of communication tools, a mix of modern and traditional media such as web articles, films, social media and storytelling, media messages and opinion articles, publications and research, events, public contests and campaigns among others, will be adopted.

Plans will be made in particular to connect with the 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 to generate a wider understanding in India about the principles

of decent work, inclusive growth and the 2030 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. In addition, a large part of the outreach will be focused on demystifying technical information and packaging such that it is easily accessible and 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 UNSDCF and in particular, in the ILO-convened UN Results Group on decent work and economic growth including interventions on job creation, skills development and entrepreneurship. The DWCP will also equally focus on strengthening internal mechanisms for communication and reporting results to its constituents. This will include producing annual progress reports on the progress of the DWCP implementation.



Annexure 1

ILO Conventions ratified by India⁴

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) <i>Excluding Part II</i>	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
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

⁴ Ratifications of ILO conventions: Ratifications for India

CONVENTION	DATE	STATUS
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) P089 - <i>Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 ratified on 21 Nov 2003 (In Force) Has ratified the Protocol of 1990</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>Has accepted Branches (a) to (c)</i>	19 Aug 1964	In Force
C123 - Minimum Age (Underground Work) Convention, 1965 (No. 123) <i>Minimum age specified: 18 years</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' Organisations 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) <i>Acceptance of Article 8 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>	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, as amended (No. 185)	09 Oct 2015	In Force
Amendments of 2016 to the Annexes of the Convention No. 185	08-Jun-2017	In Force
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) <i>In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: maternity benefit; invalidity benefit and survivors' benefit.</i>	09 Oct 2015	In Force
Amendments of 2014 to the MLC, 2006	18-Jan-2017	In Force
Amendments of 2016 to the MLC, 2006	08-Jan-2019	In Force
Amendments of 2018 to the MLC, 2006	26-Dec-2020	In Force



Annexure 2

Results framework

Decent Work Country Programme for India (2023–2027)

Overarching Development Objective: Decent work, sustainable and inclusive growth advanced with formalization, just transition and strengthened institutions in a transforming world of work.

Impact/National development priorities/ Regional frameworks/SDGs and SDG targets

National development priorities

- ▶ To create an ecosystem of empowerment by skilling on a large scale at speed with high standards and to promote a culture of innovation-based entrepreneurship which can generate wealth and employment so as to ensure sustainable livelihoods for all citizens in the country.
- ▶ To enable sustained participation of women in the labour market and strategies for promotion of women's participation in remunerative, productive and decent work.
- ▶ To improve livelihood of workers engaged in the informal economy and facilitate their transition to the formal economy, while at the same time enhancing the productivity and competitiveness of enterprises.
- ▶ To generate adequate decent and productive job opportunities, fair wages and adequate social protection systems for all, including floors.

Regional framework

The DWCP for India 2023–2027 strategy draws from the Singapore Statement adopted by ILO Member States in the Asia-Pacific and Arab States region at the 17th Asia and the Pacific Regional Meeting held in Singapore from 6 to 9 December 2022. ILO Member States reaffirmed their commitment to realizing the Fundamental Principles and Rights at Work, eliminating forced and child labour, fostering sustainable enterprises, developing policies for decent jobs, reversing inequalities through social dialogue, building resilience in crises through employment promotion, closing gender gaps in the world of work, enhancing labour migration policies, extending social protection, and strengthening labour market institutions while tackling new and emerging challenges to achieve social justice and decent work for all.

SDGs and SDG targets

SDG 1 (no poverty) – 1.3; SDG 3 (good health and well-being) – 3.8, SDG 4 (quality education) – 4.3, 4.4, 4.5; SDG 5 (gender equality) – 5.1, 5.2, 5.4, 5.5, 5a, 5c; SDG 8 (decent work and economic growth) – 8.2, 8.3, 8.5, 8.6, 8.7, 8.8; SDG 9 (industry, innovation and infrastructure) – 9.3; SDG 10 (reduced inequalities) – 10.2, 10.4, 10.7; SDG 12 (responsible consumption and production) – 12.6; SDG 16 (peace, justice and strong institutions) – 16.2, 16.6, 16.7; SDG 17 (Partnerships for the Goals) – 17.18

Strategic priority 1: Promote International Labour Standards and the Fundamental Principles and Rights at Work, strengthen social dialogue, and support constituents for effective policy responses

Results	Indicators
Outcome 1.1. By 2027, the principles of the ILO's fundamental instruments and other prioritized International Labour Standards are promoted SDG 8.7, 8.8	Number of ILO fundamental instruments and other prioritized International Labour Standards are promoted during the DWCP period Baseline – 0 Target – 3 MoV⁵ – Government and ILO reports
Output 1.1.1. Increased capacity of constituents to promote, realise and drive the effective application of International Labour Standards ILO contribution: Technical assistance provided to constituents to build their capacities for promotion of ratifications of International Labour Standards including as a follow-up to SRM recommendations. Support application of International Labour Standards and progressive harmonization of the national laws and regulations with International Labour Standards, including with consideration of the recommendations of the ILO supervisory bodies	Number of International Labour Standards, on which support is provided by ILO to constituents to promote and facilitate application Baseline – 0 Target – at least 2 MoV – Government/ILO reports Number of additional instruments from the promotional pyramid (from SRM TWG review) identified and promoted Baseline – 0 Target – 3 MoV – Government/ILO reports
Output 1.1.2. Increased capacity of constituents, partners and stakeholders, including at the sub-national levels to engage with normative actions and implement sectoral International Labour Standards, codes of practice, guidelines and tools ILO contribution: ILO will support constituents ▶ In bipartite and tripartite consultations on proposals for ratification and application, including in respect of recommendations of the SRM TWG, and engaging with the supervisory system ▶ Knowledge support and platforms provided at the national and state level to contribute to implementation of sectoral and national regulations aligned to International Labour Standards	Number of dialogues supported to engage with normative actions Baseline – 0 Target – 5 MoV – PIRs⁶ Number of ILO supported initiatives to apply sectoral standards and sectoral codes of practice and guidelines at the national and sub-national levels Baseline – 0 Target – 5 MoV – PIRs
Outcome 1.2. By 2027, workers and enterprises, including those in the informal economy, are effectively represented through strengthened social dialogue and tripartism SDG 8.8, 16.6, 16.7	Number of social dialogue and tripartite meetings (with balanced representation of women) at national and state levels Baseline – 0 Target – 3 MoV – ILO reports

⁵ Means of Verification⁶ PIR: Programme implementation reports

Strategic priority 1: Promote International Labour Standards and the Fundamental Principles and Rights at Work, strengthen social dialogue, and support constituents for effective policy responses

Output 1.2.1. Increased capacity of constituents, including at the state level to make social dialogue more influential and labour relations institutions and processes more effective ILO contribution: Action on social dialogue and labour relations facilitated, including strengthening of Works Committees and training of labour administrators for grievance handling; and workplace cooperation fostered at the national and state and sectoral levels to advance the rights of the workers including those in the informal economy. Support for innovation and strengthening of operational and effective social dialogue systems and dispute resolution mechanisms at state level, and in priority sectors	Number of capacity-building tools and assessment reports with recommendations for strengthening of grievance redressal systems and collective bargaining, in the enterprises Baseline – 0 Target – 3 MoV – TBD⁷ Number of institutions/mechanisms strengthened or initiatives taken for social dialogue, robust labour relations and effective dispute prevention/resolution mechanisms Baseline – 0 Target – 5 MoV – ILO reports
Outcome 1.3. By 2027, institutional capacity of constituents strengthened to advance gender equality, and promote the Fundamental Principles and Rights at Work, including OSH and workplaces free from violence, harassment and discrimination SDG 3.8, 5.2, 8.7, 16.2	Number of policies, programmes or initiatives that constituents have adopted or improved, that promote Fundamental Principles and Rights at Work, gender equality and elimination of violence and harassment at workplace Baseline – 0 Target – 5 MoV – Government reports, policy notes, ILO reports
Output 1.3.1. Increased capacity of constituents and stakeholders to promote and adapt the institutional and regulatory frameworks on the FPRW and safe and healthy working environment ILO contribution: a. Support provided to constituents to align regulatory and policy frameworks, as practicable, to the ILO fundamental Conventions, including on OSH; compliance mechanisms, recording and notification systems, availability of data; strengthen capacity of labour administration including labour inspection b. Constituents' capacity strengthened, to respect, promote and realize all mutually reinforcing the FPRW; support evidence-based policy making and knowledge sharing and interventions to address discrimination and inequalities and the root causes of child labour and forced labour c. Constituents supported for undertaking initiatives with vulnerable workers in supply chains, informal and rural economies and in situations of crisis	Number of national/sectoral OSH frameworks aligned to Labour Standards on OSH Baseline – TBD Target – TBD MoV – Government policy briefs, notifications Number of states supported with an integrated strategy to address the challenges of child labour/forced labour and safety and health at work Baseline – 4 Target – 8 MoV – Government documents/reports, ILO reports Number of initiatives by constituents to advance gender and social inclusion issues to promote the FPRW, especially for the marginalized Baseline – 1 Target – 4 MoV – Media reports, ILO reports

⁷ TBD: To be decided

Strategic priority 2: Ensure full and productive employment and decent work for all women and men, including through formalization and just transitions

Results	Indicators
Outcome 2.1. By 2027, employment - intensive growth promoted and LMIS strengthened for gender- inclusive job creation SDG 8.3, 8.7, 17.18 UNSDCF outcome 4 (adapted), output 6.5 (adapted)	Unemployment rate by sex Baseline – Total - 4.8% Male - 5.1% Female - 4.2% (2020) Target – Total - 3.8% Male - 4.6% Female - 3.7% MoV – PLFS, National Sample Survey National Statistical Office, Ministry of Statistics and Programme Implementation
Output 2.1.1. Increased institutional capacity at the national and sub-national levels to foster employment growth particularly in employment intensive sectors and also with a focus on green jobs, digital economy, rural economy, care economy, and vulnerable workers ILO contribution: a. Analyze labour market trends and emerging opportunities and challenges to job creation with a focus on women and youth; b. Technical support in developing policies, strategies and plans to facilitate the generation of decent work opportunities in sectors with potential job generation such as in the green economy, digital economy and care sectors. c. Demonstrate and influence the constituents to adopt employment intensive approaches for climate resilient infrastructure investment including for the rural economy	Number of assessments contributing to policy interventions at the national or state level on employment, focussing on women and youth Baseline – 0 Target – 1 MoV – Policy documents, govt. reports, PIRs Number of policy briefs/guidelines/advisory support provided to the government on the potential of the emerging sector for employment generation Baseline – 0 Target – 5 MoV – PIRs Number of assessments to inform the constituents on employment intensive strategies for just transitions Baseline – 0 Target – 2 MoV – PIRs
Output 2.1.2. More and better statistics with reliable LMIS ILO contribution: Support the government in capacity development of the national labour statistical system by developing national methodologies relating to data collection, processing, analysis and dissemination at par with international standards	Number of additional national and sub-national Institutions trained/supported in LMIS. Baseline – 0 Target – 2 MoV – ILO PIRs Number of methodological advancements for data collection, analysis, management, dissemination and policy-use supported by ILO Baseline – 0 Target – 1 MoV – Government reports/ILO PIRs

Strategic priority 2: Ensure full and productive employment and decent work for all women and men, including through formalization and just transitions	
Outcome 2.2: By 2027, all enterprises, MSMEs, SSE entities and value chains, including those led by women, other informal and vulnerable groups, will benefit from improved productivity, sustainability and innovations, for realizing just transitions and decent work SDG 8.2, 8.3, 9.3, 12.6 UNSDCF output 4.2 (adapted)	Number of new, specific and comprehensive value chain development programmes or initiatives implemented Baseline – 0 Target – 2 MoV – Government/ILO reports
Output 2.2.1. Increased capacity of constituents and stakeholders to create enabling environments for entrepreneurship, sustainable enterprises, employment opportunity, job creation, decent work and improved productivity ILO contribution: Effective interventions during the DWCP period on an enabling policy, regulatory framework; mechanisms to support innovation and mechanisms to harness digitalization/automation and advance a just transition to environmental sustainability	Number of interventions during the DWCP period at the national and state levels to support productivity, entrepreneurship, innovation and enterprise sustainability and productivity Baseline – 0 Target – 5 MoV – Project reports
Output 2.2.2. Increased capacity of constituents and other stakeholders to develop more resilient, inclusive and sustainable enterprises in supply chains and responsible business conduct for decent work ILO contribution: Capacities of constituents and other stakeholders, national and sub-national bodies and institutions, strengthened in promoting improved working conditions at enterprise level, inclusive markets, entrepreneurship support systems, business resilience, job retention and creation, OSH and productivity growth, and just transition	Number of national and sub-national bodies and institutions supported during the DWCP period with policies or measures to promote alignment of business practices with decent work priorities, just transition and a human-centred approach to the future of work Baseline – 0 Target – 5 MoV – ILO reports, government reports and policies
Outcome 2.3: By 2027, inclusive, sustainable and resilient skills and lifelong learning system are in place to facilitate access to and transitions in the labour market SDG 4.3, 4.4, 4.5, 8.6 UNSDCF output 4.1 and 4.3 (adapted)	Updated policies/guidelines at the national/sub-national levels on skills development and entrepreneurship in place Baseline – 0 Target – 1 MoV – Policy documents

Strategic priority 2: Ensure full and productive employment and decent work for all women and men, including through formalization and just transitions

Output 2.3.1. Institutional capacity enhanced to develop and implement inclusive, sustainable and resilient skills and lifelong learning systems ILO Contribution: a. International skill gap mapping for assessment of current and future labour market trends and skills needs in different sector b. Collaborative roadmap to be developed for a unified framework for harmonization of skill harmonization of skills taxonomies and certifications c. Creation and upgradation of skill related curriculum and certification as per international standards d. Strengthened capacities of constituents for promoting innovative systems for partnerships between skill development institutions and the industry/academia, approached for skill development, quality apprenticeships, work-based learning, vocational and career guidance, and skills needs anticipation	Number of additional mechanisms supported to assess skill gaps and skill anticipation Baseline – 0 Target – 1 MoV – Government reports, policy briefs Additional number of training institutions with innovative, inclusive skills and lifelong learning strategies and enterprises with quality apprenticeship model Baseline – 0 Target – 5 MoV – Government and ILO reports
Output 2.3.2. Increased institutional capacity to promote decent employment, particularly for youth and women, through appropriate skills ILO Contribution: a. Technical support to strengthen the capacities of constituents for designing, implementing, reviewing and monitoring initiatives related to promote decent employment for youth and women, skills (including reskilling/upskilling) programmes with a focus on green, digital, care and other emerging sectors b. National efforts supported for promoting to generate decent employment opportunities for youth NEET through skilling and entrepreneurship development interventions	Number of additional institutions that have adopted a skills strategy, policy or programme for addressing the transition to green economy, and digital divide and other emerging sectors of the economy Baseline – 0 Target – 5 MoV – ILO reports/PIRs Number of institutions supported with strengthened employment services and labour market programmes addressing transitions to decent work for youth adapted Baseline – 0 Target – 5 MoV – ILO reports/PIRs

Strategic priority 2: Ensure full and productive employment and decent work for all women and men, including through formalization and just transitions

Outcome 2.4: By 2027, constituents have strengthened capacity to design and implement adequate wage-determination systems and reduce gender pay gap through social dialogue SDG 5c, 8.5 UNSDCF output 4.2 (adapted)	Number of minimum wage setting and working time mechanisms assessed at the national level to strengthen capacity of constituents Baseline: 0 Target: 2 MoV: Policy briefs/ILO reports
Output 2.4.1. Increased capacity of constituents to set adequate wages free from gender bias, address gender pay discrimination and promote decent working time ILO contribution: Constituents supported for improving wage systems under different work arrangements through evidence - based social dialogue and collective bargaining, including in the area of minimum wages, wage protection and equal pay for work of equal value, and setting wage that take into account the needs of workers and their families as well as other relevant socio-economic factors	At least in two states constituents have adopted evidence-based wage setting mechanisms or policies Baseline - 0 Target - 2 MoV- ILO reports/PIRs

Strategic priority 3: Promote and strengthen institutions to enable all workers, especially those who are marginalized and vulnerable, to improve their employment outcomes and progressively achieve universal social protection

Results	Indicators
Outcome 3.1: By 2027, inclusive and gender-responsive laws, policies, legal frameworks and mechanisms developed by constituents to progressively achieve universal social protection for all SDG 1.3, 10.4 UNSDCF output 6.4 (adapted)	Number of states that develop and/or implement social protection programmes and policies with UN's support that are gender transformative, shock responsive and disability inclusive Baseline - 4 Target - TBD MoV - Government reports
Output 3.1.1. Increased institutional capacity to develop/strengthen and implement social protection strategies, policies and legal frameworks that are inclusive, gender-responsive and sustainable ILO contribution: Capacities of constituents built to access the existing social security coverage, support designing new social security schemes and engage in the advocacy for extending social protection coverage to informal workers, own account workers, self-employed by social dialogue	Number of concrete steps taken by the constituent towards improved social protection coverage, particularly for the workers in the informal sector during the DWCP period Baseline - 0 Target - 1 MoV - PIRs

Strategic priority 3: Promote and strengthen institutions to enable all workers, especially those who are marginalized and vulnerable, to improve their employment outcomes and progressively achieve universal social protection

Output 3.1.2. Increased national capacity to strengthen social protection systems and ensure sustainable and adequate financing and sound governance ILO contribution: Supporting the constituents in analysing policy options to ensure sustainable financing of social security with a particular focus on unorganized workers including migrants and gig/platform economy workers	Number of policy options on financing of social security shared with the constituents Baseline – 0 Target – 2 MoV – PIRs
Outcome 3.2: By 2027, fair, effective and inclusive policy frameworks, institutional mechanisms and services developed to reduce discrimination and inequalities and to protect the rights of migrant workers, women workers, especially those in the informal economy and workers in vulnerable situations SDG 5.4, 5.5, 10.4, 10.7 UNSDCF output 6.2 (adapted)	Number of frameworks, institutions or services supported to protect migrants, women and other vulnerable groups of workers Baseline – 0 Target – 2 MoV – Government reports/ILO reports
Output 3.2.1. Increased capacity of national and sub-national institutions to develop fair and effective labour migration frameworks, institutions and services ILO contribution: Support the design, implementation and review of labour migration frameworks, institutional mechanisms and services to promote decent work for migrant workers Better working and living conditions for migrant promoted through technical assistance advocating for fair recruitment; wage protection; access to social protection; OSH and standards in workers' accommodation; providing support for skills development, recognition and matching of migrant workers	Number of states that strengthen labour migration frameworks or institutional mechanisms to protect the labour rights of migrant workers and promote coherence with employment, skills, social protection, and other relevant policies Baseline – 0 Target – 2 MoV – Government reports/ILO reports

Strategic priority 3: Promote and strengthen institutions to enable all workers, especially those who are marginalized and vulnerable, to improve their employment outcomes and progressively achieve universal social protection

Output 3.2.2. Improved coherence in support and action to implement a transformative agenda on gender equality, non-discrimination and inclusion with a focus on women workers in the informal economy and other workers in vulnerable situations

ILO contribution:

- a. Qualitative and quantitative research conducted on the structural barriers to the advancement of women and marginalized groups in labour markets
- b. Strengthened legal, policy and institutional frameworks advocated to eliminate all forms of discrimination, including violence and harassment against women to ensure increased FLFPR
- c. Technical support to constituents for interventions on non-discrimination and inclusion with a focus on vulnerable workers (domestic workers, persons with disability and HIV/AIDS – TB)

Number of additional institutions/enterprises with gender-responsive policies or strategies that support care-related infrastructure, or care services to enable women to join the labour market

Baseline – 0

Target – 10

MoV – ILO reports

Number of additional states/enterprises with policies to promote substantive equality of opportunity and treatment between women and men in the world of work

Baseline – 0

Target – 10

MoV – Government reports/policy briefs/ILO reports



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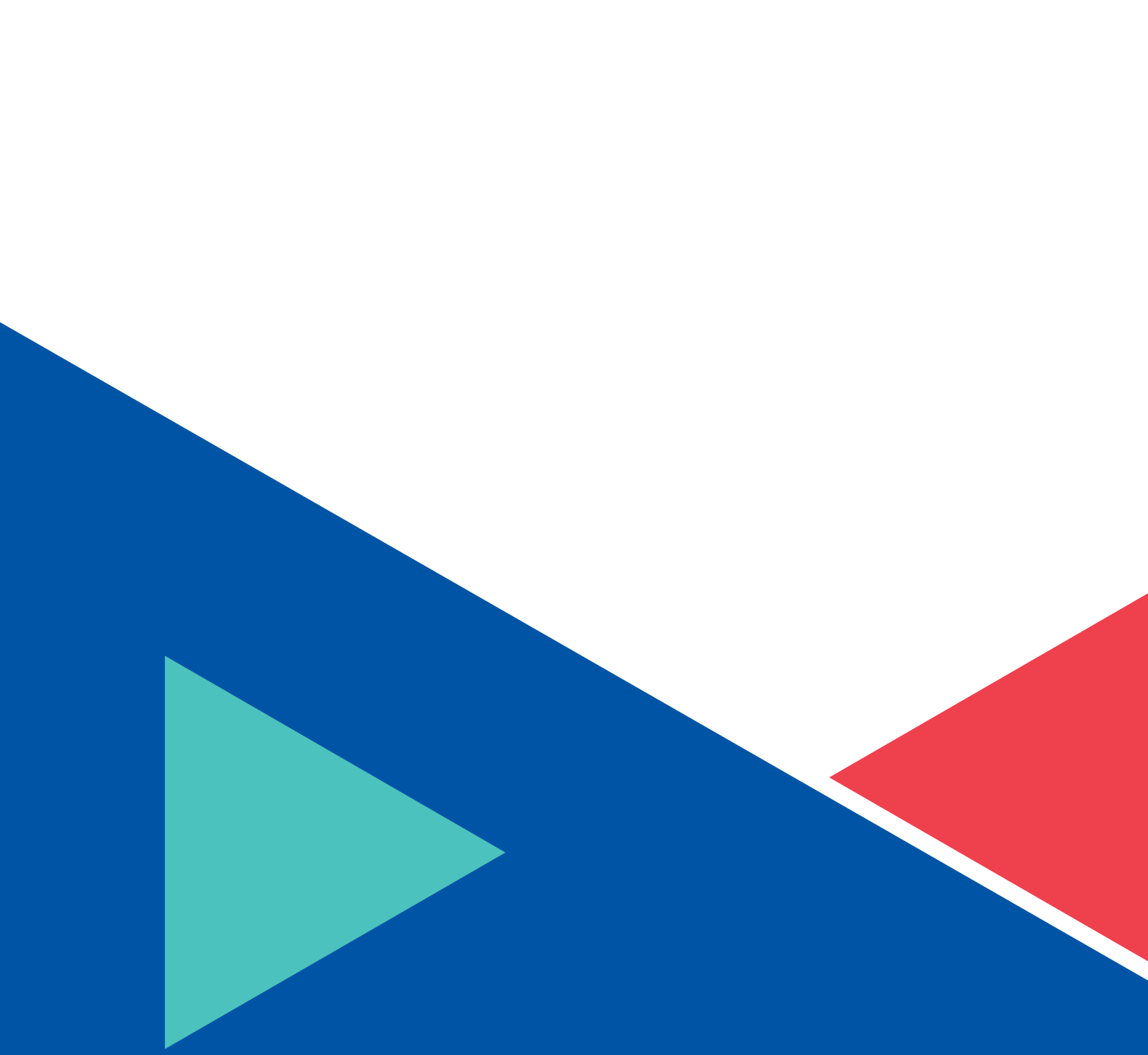
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