



The Universal Declaration of Human Rights came into existence 75 years ago. To observe International Human Rights Day, the office hosted an event on '**Human Rights and Freedom of Association**', as the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) or C87, also celebrates 75 years this year. The event was attended by tripartite constituents, represented by **Ramesh Krishnamurthy**, Additional Secretary, Ministry of Labour and Employment; **Shombi Sharp**, UN Resident Coordinator in India; **Arvind Francis**, Executive Director, All India Organization of Employers and **Hiranmay Pandya**, President, Bhartiya Mazdoor Sangh along with **Karen Curtis**, Branch Chief, LIBSYND, ILO HQ and **Prof Kamala Sankaran**, Member, [CEARC](#). The event saw the presentation of the ILO celebratory volume, '[70 Years of the ILO Committee on Freedom of Association: A Reliable Compass in Any Weather](#)' and facilitated constructive and collaborative conversation to promote concrete actions for expanding human and labour rights and strengthen recognition and protection of freedom of association. India actively participates in international human rights treaties, contributing to the global dialogue on human rights, and even espouses the Right to Freedom of Expression in its Constitution. The event served as a reminder that the ILO and its tripartite constituents advocate for the recognition of labour rights as human rights and recognise them as the fulcrum for advancing social justice.

Promoting Decent Work In India

October to
December

2023

Michiko Miyamoto took charge of the ILO DWT/CO-New Delhi as Director in November and had a courtesy call with Arti Ahuja, Secretary, Ministry of Labour and Employment.



Highlights of the Quarter

- ▶ Organized an international conclave on **"Promotion of Sustainable Enterprises for Local Development"** in partnership with the Ministry of Micro, Small and Medium Enterprises, Government of India, which deliberated on policies and programmes for the promotion of sustainable enterprises for inclusive and resilient job-rich growth. Strategies for enabling entrepreneurship development with a specific focus on women and digitalisation, MSME productivity, value chain upgradation, formalization of enterprises, and responsible supply chain were discussed, and policy makers and industry representatives from Bangladesh, Ethiopia, India, Indonesia, Japan, Korea, Netherlands, South Africa, and Vietnam had shared their country perspectives. The Conclave also included a dedicated session on the textiles and apparel sector jointly curated with CITI and the Ministry of Textiles, which presented an industry perspective and provided opportunities to participating MSMEs to learn about sourcing practices of buyers, sectoral strategies for industrial linkages and supplier development initiatives. His Excellency **Chang Jae-bok**, Ambassador, Republic of South Korea, delivered a special address at the event.
- ▶ Participated at the inaugural session of the **Global Maritime Summit** in Mumbai, where delegates from over 70 countries were present, including 19 ministers from 14 countries connected to the shipping industry and presented on Just Transitions in the Ship Recycling Industry as one of the main speakers in the session on the Ship Recycling Industry.
- ▶ **Launched Phase II of the Cooperation and Dialogue on Migration and Mobility project** by the Government of India and the European Commission, together with the International Labour Organization (ILO), the International Centre for Migration Policy Development (ICMPD) and the Indian Council of World Affairs (ICWA), to facilitate cooperation on migration and mobility and address challenges related to irregular migration within the EU-India migration corridor. **Muktesh Pardeshi**, Secretary; Consular, Passport, Visa and Overseas Indian Affairs; Ministry of External Affairs; and **Johannes Luchner**; Deputy Director General; Directorate-General for Migration and Home Affairs; European Commission, delivered keynote addresses. **Satoshi Sasaki**, OIC and Deputy Director of the ILO Decent Work Team for South Asia and Country Office for India highlighted how international labour migration is a feature of contemporary labour markets and the future of work. The two-year project aims to support the joint objectives outlined in the Common Agenda on Migration and Mobility signed by the European Commission and the Government of India in 2016.

Key Activities in line with the DWCP for India 2023-27

- ▶ Conducted **orientation programmes** for 90 Occupational Safety and Health (OSH) committee representatives from big estates, small farms and factories belonging to the tea sector, in Tamil Nadu and Kerala. They were oriented on: (i) Functioning of the OSH committees, (ii) Their roles and responsibilities for improving OSH conditions with the checklist exercise for practical, low-cost/no-cost solutions, and (iii) Conducting periodical OSH inspections within their units.



- ▶ On **World Day for Persons with Disabilities**, men, women, and youth with disabilities participated in a rally on disability inclusion and rights of persons with disabilities in Maharashtra's Washim district. Disability Inclusion Facilitators conducted an awareness-raising session on the Rights of Persons with Disabilities Act, barriers to inclusion and promotion of inclusion of persons with disabilities. A painting and rangoli competition, along with a sports event, was also organized with persons with and without disabilities.



- ▶ Organized a **“Technical Consultation Workshop: Promote decent work for sanitation workers in India”** to provide a platform for diverse stakeholders to raise awareness and exchange knowledge about sanitation workers (with a focus on manual scavengers/hazardous and high-risk workers) in India. Discussed the decent work deficits faced by these workers and identified priority recommendations to improve the working conditions of sanitation workers. Representatives from the Ministry of Social Justice and Empowerment, Ministry of Housing and Urban Affairs, National Commission for Safai Karamchari, Safai Karamchari Andolan, the Central Trade Unions, employers' organisations, Municipal Government (Delhi), legal experts and civil society organizations attended the event.



- ▶ Organized a **“National Consultation: Towards decent work for domestic workers in India”** for the diverse stakeholders to raise awareness and exchange knowledge on the working conditions and decent work deficits faced by domestic workers. Identified priority action areas to improve the working conditions of domestic workers with the Central Trade Unions, state representatives from West Bengal and Bihar, employers' organizations and civil society organizations attended the event.



- 
- To promote a **just transition** and generate **green jobs**, the office:

- Conducted a **Training of Trainers** of 36 women ship waste recycling workers in Gujarat to apply ILO's participatory training methods to train other women engaged in home-based ship waste recycling: (i) To refurbish plastic fibre from waste ship ropes and (ii) To manually take out copper and other recyclable metal parts from ship waste.
- Trained 38 women waste recyclers who are a part of the Value Creation Centre of Self Employed Women's Association (SEWA), Ahmedabad, in partnership with the Central Institute of Petrochemicals Engineering & Technology (CIPET). It was a new learning experience as they were trained in handling plastic waste through mechanized systems.



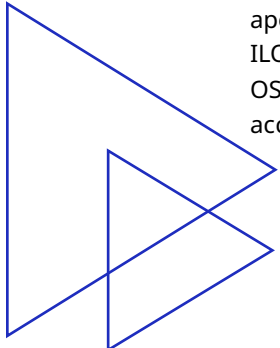
- Organized the “**Good practices in apprenticeships in India**”, webinar with representation from national governments, social partners and other experts from the apprenticeship ecosystem belonging to China, South Africa, Ethiopia and India, and ILO officials. Officials from the Ministry of Skill Development and Entrepreneurship (MSDE) presented the good practices which were:
- Digitalizing the end-to-end process for apprenticeship management, including registration, contract generation, payment of the government share of stipend through Direct Benefit Transfer (DBT), assessment and certification.
 - Collaboration between the Central and State Governments in India in apprenticeship promotion, including instances where State Governments pay a share of stipend to the apprentices in addition to the Central Government's stipend share under the National Apprenticeship Promotion Scheme.

- Organized a **knowledge-sharing consultation** on the review of the social protection financing system in Brazil and India under the inter-regional South-South Cooperation (SSC) framework on social protection with the objective to:



- Increase the visibility of good practices in social protection in Brazil and India.
- Apprise key stakeholders in the respective national governments and other key stakeholders on the key findings, recommendations, and opportunities for knowledge sharing.
- Initiate the possibility to establish a South-South technical network on social protection between the two countries.

The participants included lead researchers from the two institutes – Instituto de Pesquisa Econômica Aplicada, Brazil, VV Giri National Labour Institute, Employees' Provident Fund Organisation (EPFO) and Employees' State Insurance Corporation (ESIC) Commissioners, academics from Indian Council for Research on International Economic Relations (ICRIER), Dvara Research, and subject matter experts responsible for research on social protection financing.

- Conducted a digital orientation on the ILO's **WIND and WISE methodologies** for stakeholders from the Ministry of Labour and Employment, central trade unions, small growers' associations, and apex-level bodies from Kerala and Tamil Nadu. The programme: (i) Oriented stakeholders on the ILO, international labour standards, inclusion of OSH as a fundamental right, the linkage between OSH and women, the importance of developing a safety culture by prevention of occupational accidents and the functioning of the OSH Committees; (ii) Educated participants on improving OSH
- 

conditions with the checklist exercise for practical, low-cost/no-cost solutions, and (iii) Highlighted the importance of conducting periodical inspections within their units.

- ▶ Hosted a knowledge-sharing workshop, **“Towards just transition in the waste value chain”** as the culminating workshop of the Green Jobs project, which had participation from municipal union leaders, key waste workers organizations, and leaders organized by the project, along with representatives from Ministry of Housing and Urban Affairs, Labour Ministry, Ministry of Social Justice and Empowerment, Ministry of environment forest and climate change and the Sector Skills Council for Green Jobs.



- ▶ Hosted a one-day Consultation **“Supporting access to labour market and economic opportunities, and information and services, towards reintegration of international returnee migrant workers in Telangana”** with the Department of Labour, Telangana. The office's GOALS project is currently supporting the state in developing reintegration guidelines for international returnee migrant workers to Telangana. The workshop's objective was:



- Orient key stakeholders regarding the development process of reintegration guidelines for international returnee migrant workers and its intended outcomes.
- Understand key challenges and opportunities in the reintegration of returnee migrant workers and steps taken for their welfare and reintegration by relevant stakeholders.
- Discuss the roles and responsibilities of key stakeholders towards the reintegration.

Participation included **E Vishnu Vardhan Reddy**, Special Secretary, Department of Industries and CEO Telangana Overseas Manpower Company, **Dr E Gangadhar**, Additional Labour Commissioner and several government agencies such as Telangana Academy for Skill and Knowledge (TASK), Society for Employment Promotion & Training in Twin Cities (SETWIN), employers, private sector, central trade unions, academics, civil society organizations.

- ▶ Conducted a **training workshop** on Occupational Safety and Health of Sewage Cleaning Workers in Ahmedabad for 68 workers including the municipality employees and contract workers who have been organized as part of the green jobs project.
- ▶ Trained 38 women waste recyclers as **Occupational Safety and Health trainers** for further spreading the participatory training on segregating waste using machines at SEWA's newly opened mechanized sorting centre, which was set up with ILO's technical support.



Publications and Media

- ▶ [FDI and private sector-led local development strategies for sustainable growth and more and better-quality jobs](#)

This study proposes to discuss and recommend policies and actions that may promote economic diversification and employment generation through private sector investments, with a special focus on foreign direct investment (FDI).



- ▶ [Inclusion, care and support: Meet the Disability Inclusion Facilitators](#)

Disability Inclusion Facilitators are working with the [SPARK](#) project in Maharashtra's Washim district to ensure persons with disabilities get equal access to opportunities in an effort to advance social justice and decent work for all.



- ▶ [OpEd: India, disability inclusion and the power of 'by'](#)

There need to be more inclusive opportunities and employment in the rural areas as a majority of persons with disabilities live here, an OpEd by Michiko Miyamoto, Director, ILO DWT/CO-New Delhi and Ulaç Demirag, IFAD India Country Representative.

