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Mr Yoshiteru Uramoto is the new Regional Director of the ILO for Asia and the Pacific

Mr. Yoshiteru Uramoto has taken up the position of the Regional Director of the ILO responsible for activities in Asia and the Pacific in October 2012. Mr. Uramoto has extensive experience working in the United Nations, where he most recently served as Deputy to the Director General of the United Nations Industrial Development Organization (UNIDO). Prior to UNIDO, he served 27 years for UNICEF in various key positions in different countries including in India, Japan, Myanmar and Timor-Leste.



ILO and UN Women Jointly promote gender equality and the empowerment of women in South Asia



The ILO and UN Women signed a Letter of Intent (LOI) on 2 November 2012 to embark on a common approach to converge the efforts of the two agencies towards the goal of gender equality promotion and the empowerment of women particularly in the context of economic empowerment and workers' rights in the South Asia region. This sets out a concrete collaboration framework to leverage each agency's comparative advantages and build complementarities for better coordination and cooperation to optimize effectiveness of their mandates.

This Letter of Intent signed by the agency heads in New Delhi, Ms. Anne Stenhammer (Representative and Regional Programme Director, UN Women SARO) and Ms. Tine Staermose (Director, ILO DWT for South Asia and Country Office for India) is a potent expression of consolidation and mutual reinforcement to improve women's access to rights. It follows a 13 June 2011 global Memorandum of Understanding between UN Women and ILO.

Gender equality is a fundamental and cross-cutting priority of ILO's Decent Work agenda, which seeks freedom, equity, security and human dignity through its four pillars of productive employment creation; social security, social dialogue and rights at work for women and men. "Socially constructed gender roles, the biological differences between men and women, and how these interact in the world of work are at the core of decent work. The ILO Constitution foresaw the need for workplace equality in 1919, and today, in the twenty first century, the ILO continues to pursue this goal- which can only become stronger and more effective through collaborative efforts to address the myriad and layered underlying causes for gender-based discrimination through a mix of socio-cultural, political and labour market approaches that our two agencies can work towards", Ms. Staermose stated.

UN Women is working on strengthening stakeholder capacities to deliver on gender equality and women's empowerment commitments under the five priority areas of: Leadership and Political Participation, Ending Violence against Women, Economic Empowerment, National Planning and Budgeting and Women Count for Peace. "We at UN Women are very happy at this first step to concretise the joint mandate we have with ILO to further women's access to decent employment and social protection, and creating greater visibility and voice for the economic empowerment of women in India", Ms. Stenhammer said.

Please visit www.unwomen.org and www.ilo.org/india for more information.

Latest Developments

- ◆ **The Child Labour (Prohibition and Regulation) Amendment Bill, 2012 was introduced by Mr. Mallikarjun Kharge, Minister of Labour and Employment, in the Rajya Sabha on 4 December 2012. Among other things, the Bill seeks complete ban on child labour below age 14.**
- ◆ **The Prime Minister assures the nation on a stringent law to prevent sexual harassment and promote gender equality soon.**

Trade Unions in Tamil Nadu Demand Decent Work for Domestic Workers



The trade unions in Tamil Nadu through a common platform the "Joint Action Forum - JAF" conducted a one day convention on 19 October 2012 at Trichy. The main objectives of this convention were to create awareness on ILO Convention on Domestic Workers - C. 189, and also to launch a State wide post card campaign impressing upon the Government of India to ratify the Convention and secure decent work for domestic workers. The Chennai based ILO/ACTRAV Norway Project supported this initiative.

Over 400 trade union leaders, members and domestic workers men and women from all over Tamil Nadu participated in this convention. The convention adopted 18 points charter of demands seeking decent working conditions for domestic workers. The JAF has planned to submit the charter of demands to the Tamil Nadu State Government through its Labour Minister for further action. The Post Card Campaign reached out to 30,000 domestic workers in the State explaining to them their rights, in particular the C.189, as well as obtaining their signatures on individual post cards seeking the Prime Minister's intervention on the ratification of the Domestic Workers Convention.

Convention C.189. These 30,000 Post cards were signed and dispatched to the Prime Minister on 10 December 2012- The International Human Rights Day. The Unions also took this opportunity to organize and enroll domestic workers into their respective unions.

Among the principal demands of the trade unions are the demand for recognition of domestic work as "Work" and domestic workers as "Worker" and fixing of minimum wages for domestic workers.

National Conference on the Role of Trade Union Youth in the Ratification of Core Labour Standards

A three days National Conference on the Role of Trade Union Youth, in the Ratification of Core Labour Standards in India was conducted from 18 to 20 September 2012 in New Delhi. The conference was inaugurated by Mr. Ravi Mathur, Additional Secretary, Ministry of Labour and Employment, Government of India. This conference was coordinated and conducted jointly by HMS (Hind Mazdoor Sabha) and INTUC (Indian National Trade Union Congress) with other central trade unions. The ILO under the ILO/ACTRAV activities in India provided technical support.



The Central Trade Unions in India are carrying out a national campaign on promotion of ratification of core labour standards. There are massive signature campaigns and other awareness raising activities by the Central Trade Unions in India to impress upon the Government of India to ratify the ILO Core Conventions 87, 98, 138 and 182.

Some of the main recommendations and conclusions of the conference are the following:

The Conference facilitated better understanding of the trade union youth on the ILO Core Conventions and the role of trade unions in strengthening workers' rights.

The Conference also highlighted the various challenges faced by trade union youth such as increasing contractualization of the workforce, deteriorating working conditions, high unemployment and underemployment among youth, exclusion, absence of social security which makes many young workers' unable to benefit from the economic growth of India.

Based on recent experiences of unions in many States, the Government of India was urged to remove all obstacles that hinder the process of trade union registration and recognition.

The legislators of the country need necessary education and awareness on ILO C87 and C98 to develop political will for ratifying these conventions.

The young workers of India, coming from the major central trade union organizations, called upon the Government of India to fulfil its commitments under the 1998 Declaration on Fundamental Principles and Rights At Work and the 2008 Social Justice Declaration.

Contributions from our Social Partners

Dr. Sanjeeva Reddy Re-elected President of INTUC



88th General Council Meeting of Indian National Trade Union Congress (INTUC) held on 7th October, 2012 at Thane, Maharashtra, unanimously re-elected Dr G. Sanjeeva Reddy as President of the INTUC consecutively for the sixth time. Shri Rajendra Prasad Singh, MLA and Shri K.K. Nair were re-elected as General Secretary and Treasurer of INTUC respectively.

The 88th General Council meeting and election of office-bearers and Working Committee members of the INTUC was held at Gadkari Rangayathan, Thane, Maharashtra. More than 1500 General Council members, representing the affiliated unions of INTUC attended the meeting and participated in the deliberations.

The Inaugural Session was chaired by Dr. G. Sanjeeva Reddy. Shri Mallikarjun Kharge, Union Minister of Labour & Employment inaugurated the meeting. Shri Prithviraj Chavan, Chief Minister of Maharashtra and Mr. Noriyuki Suzuki, General Secretary, ITUC-AP Singapore was the Chief Guests. Shri Rajendra Gavit, Minister of State for Labour, Government of Maharashtra and senior Congress leaders also attended the meeting.

In his Presidential address, Dr. Reddy highlighted the achievements made by INTUC on workers' issues and said that all the Central Trade Unions unanimously elected INTUC President as the leader of trade union organizations of the country by imposing trust on his leadership. Hence, the INTUC along with other Central Trade Unions are fighting for the burning issues of the working class. Dr Reddy in his address briefly highlighted the demands of the working class and presented the viewpoints of the INTUC in regard to the political-economic scenario of the country.

Dr. Reddy stated that only the Congress Party is concerned about the poor and the working class and INTUC has always supported the Congress Party.

Dr. Reddy also stated that the INTUC has planned for a 'Welfare Fund' for the retired full time INTUC leaders to meet their

expenses if needed. He welcomed the distinguished guests to its General Council meeting and on behalf of the Central INTUC, he honoured them with Shawl and a Silver Dinner Set and sarcastically said them to use it daily and remember the working class every time whenever it is used.

In his Inaugural Speech Shri Mallikarjun Kharge, Minister of Labour and Employment stated that the INTUC was established in May 1947 with an aim to give the correct leadership to the working class and to ensure decent wages and working conditions. He appreciated the initiatives of INTUC in fulfilling the same and assured full cooperation of the Government to safeguard the interests of the working class of the country.

Union Labour Minister Mallikarjun Kharge reiterated the union government's commitment towards solving the problems of workers. "The ministry has initiated various schemes and measures, like amending the Minimum Wages Act and the Payment of Bonus Act," the minister said. The Cabinet has also approved increasing the gratuity limit to Rs 10 lakh from Rs 3.5 lakhs, he said. Pointing to new challenges in the context of the global economic slowdown, Kharge asked employers to respect workers, since they were the ones who contributed the most to overall productivity.

In his address, Mr. Noriyuki Suzuki stated that 7th October is the World Day for Decent Work and he is happy to convey his good wishes to the Indian Working Class on this auspicious day. On behalf of the workers in the Asia Pacific region, he conveyed his best wishes to the INTUC through the members of the General Council assembled at Thane.

Maharashtra Chief Minister Prithviraj Chavan in his speech to the General Council meeting of the INTUC, has said that a strong industrial culture, ready availability of human resources and a big market has enabled the state to be at the forefront of securing foreign investment in almost every sector.

- Mr. P. J. Raju, Secretary, INTUC, New Delhi

Contributions from our Social Partners

News from Hind Mazdoor Sabha

Bhatta Mazdoor Sabha organizes Massive rally to protest closer of Brick Kiln in Punjab

A huge rally was organized by Bhatta Mazdoor Sabha Punjab, an HMS affiliate, on 7 September 2012 at Amritsar to protest against the closer of 2700 brick kilns in Punjab rendering more than 3 lakh workers directly and about 10 lakh indirectly jobless. The owners have closed the brick kilns to protest against the orders of the Ministry of Environment and Forest. More than 10,000 workers participated in the rally and handed over a memorandum to the local Member of Parliament Mr. Navjot Singh Sidhu and also to Deputy Commissioner Amritsar.

HMS Maharashtra State organizes Female Domestic Workers Conference

Hind Mazdoor Sabha Maharashtra State Council in collaboration with Molakarini Gharelu Kamgar Sabha, an HMS affiliate, organized a Female Domestic Workers Conference on September 16, 2012 at Sinner (Nasik) Maharashtra which was participated by more than 500 female domestic workers. It was inaugurated by Com. Hiranman Shinde, Vice President HMS Maharashtra. Conference was addressed by Sarv Shri Suryakant Bagal, General Secretary, HMS Maharashtra and Com. Vikas Magdoo, Secretary HMS Maharashtra. The Conference appealed Govt. of India for an early ratification of ILO Conventions 189 on Decent Work for Domestic Workers.

HMS Haryana Demonstrates before Parliament

Hind Mazdoor Sabha Haryana State Council organized a massive rally of more than 5000 workers representing more than 30 HMS

affiliates from Haryana State on 4th October, 2012 before the Parliament. The workers were protesting against the unchecked Labour Laws violation and workers victimization by the Management of Maruti Suzuki India Manesar (Haryana) especially after the incident of 18th July 2012. The company has terminated the services of 526 permanent employees. The workers were also protesting against illegal lock out declared by the Management of M/S Eastern Medikit Ltd. Gurgaon. Since 18th May 2012 which has brought more than 2000 workers on street. The gathering was addressed by Com. Harbhajan Singh Sidhu, General Secretary, Hind Mazdoor Sabha along with other leaders.

"Global Action Day" Celebrated on 12-12-12

Hind Mazdoor Sabha affiliates across the country celebrated "Global Action Day" on 12-12-12 to pressurize the Government of India to ratify the ILO Convention 189 on Decent Work for Domestic Workers.

A Massive rally was organized at Jabalpur Madhya Pradesh on this occasion which was participated by more than 500 domestic workers, construction, agricultural and home based workers. The gathering was addressed by Com. Champa Verma, Chairperson, HMS Women Committee.

A memorandum addressed to the Chief Minister Madhya Pradesh was handed over to the District Collector, Jabalpur demanding early ratification of ILO Convention 189. More such reports from different parts of the country are pouring in.

- Mr. R. A. Mital, Secretary, Hind Mazdoor Sabha

**The views expressed above are entirely those of the respective contributors.
We invite brief contributions from Social Partners on their activities and issues of their concern.**

Odisha State Safety Conclave-2012 discusses emerging trends in safety and concerns

The Odisha State Safety Conclave is an annual event organised by the Institute of Quality and Environment Management Services in collaboration with the Ministry of Labour and Employment, government of India and various Departments of the Government of Odisha.

At the request of the Ministry of Labour Ms, Tine Staeremose, Director, Decent Work Country Team for South Asia and Country Office for India participated and made a brief technical presentation on the "Global Trends and Challenges on Occupational Safety and Health: ILO Perspective". The ILO also chaired a session on "general safety".

The Safety Conclave, inaugurated by the Hon'ble Governor of Odisha Mr. Murlidhar Chandrakant Bhandare, was attended by approximately 200 safety officers from core industries in Odisha (mainly steel, mining and construction), the ILO stressed the importance of ratification of ILO Conventions No.155 (Occupational Safety and Health), No.187 (Promotional Framework for Occupational Safety and Health) with a focus on the need to develop a safety culture, how to integrate occupational safety and health and Decent Work into new emerging industries, how to factor in gender issues and reflections over the challenge for India having to deal with 300,000 factories and 600 labour inspectors and the importance of tripartism and social dialogue around health and safety issues in the workplace.

On emerging international trends Mr. A. C. Pandey, Joint Secretary, Ministry of Labour and Employment,

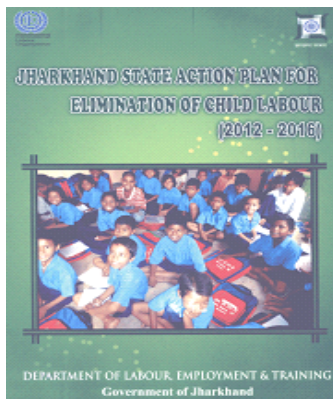


Government of India, outlined the paradigm shifts from the *management of OSH* to *prevention of OSH* towards *prediction of OSH*. He is keen on India learning from European countries on the latter. He also urged India to look at developing a disease profile (silicosis, asbestosis etc.), as there are currently no proper diagnostics nor reporting on these occupational diseases in India. The Conclave exhibited a strong interest on these issues.

Interestingly, during the discussions in the plenary, the issue of contract labour came up and several local and central government officials stressed that the Factories Act in India clearly stipulates that contract workers have to have the same facilities and treatment as regular workers when it comes to OSH.

The Conclave discussed a "Bhubaneswar Declaration" (yet to be finalized) with a number of Recommendations and action areas to be undertaken before the next Conclave on 14 - 15 September 2013.

Jharkhand State Launches Action Plan for Elimination of Child Labour



The State of Jharkhand has launched a Time Bound State Action Plan for Elimination of Child Labour. The State Action Plan (2012–2016) was launched by the Honorable Chief Minister of Jharkhand, Mr. Arjun Munda, on 9 November 2012.

The State Action Plan, which envisions a child labour free state by 2016, is a policy framework which

details the vision of the State and its implementation plan towards Elimination of Child Labour and ensuring the Right to Education to every child. It provides a road map for achieving the vision by 2016 and defines the roles of different departments and key stakeholders including trade unions and employer organizations, legislators and public representatives, the Jharkhand Child Labour Commission, UN agencies; NGO and civil society partners and the media whose involvement is



critical to attaining the goal of eliminating child labour.

The development of the State Action Plan, initiated by the ILO through its CONVERGENCE Child Labour Project, involved all the key stakeholders in several rounds of discussions. The ILO will also be a member of the State Level Advisory Committee and State Level Monitoring Committee, constituted under the State Action Plan.

Employers' and Workers' Joint Initiatives on Elimination of Hazardous Child Labour in Tamil Nadu

The workers' and employers' organizations in Tamil Nadu under the National Trade Unions Joint Action Forum (JAF), the Employers Federation of Southern India (EFSI) and Industrial Complex Manufacturers' Association (ICMA), Gummidipoondi, have jointly initiated activities on elimination of hazardous child labour from small and medium enterprises as well as supply chains. The ILO - ACTRAV / Norway Project "Trade Unions for Social Justice" is supporting this initiative. On 28 September 2012 they entered into a Memorandum of Understanding (MOU) for this purpose.

During the MOU signing event, the employers and workers representatives discussed and jointly developed specific action plans on a) conducting massive awareness campaigns on hazardous child labour in and around Gummidipoondi area, b) entering into commitment agreements in order to eradicate this and c) to develop and adopt a Code of Practice towards sustainable eradication of hazardous child labour.

Mr. Ariel B. Castro, Senior Specialist on Workers Activities, ILO - New Delhi presided over this MOU signing ceremony and delivered the inaugural address. Highlighting the increase in the number of children entering the hazardous sectors globally, Mr. Castro pointed out that this type of joint initiative is appropriate in time and promised ILO's technical support for their endeavours.



Ministry of Labour and ILO Join Hands to Address 'Way Out of Informality'



International Labour Organization and the Ministry of Labour and Employment, Government of India, jointly organized a national workshop to share experiences focusing on ways out of informality on 6 December 2012. Participants included senior government officials, employers, trade union leaders, civil society organizations, international and national experts and media.

Informal economy comprises half to three-quarters of all non-agricultural employment in developing countries. Although it is hard to generalize the quality of informal employment, it most often means challenging employment conditions and is associated with increasing poverty. ILO's partners reconfirm the objective of "moving out of informality" as the ultimate goal recognizing the many ways to address formalization, and that formalization is a gradual process cutting across several policy areas and embedded within the Decent Work for All commitment. The ILO issued a profile in 2010, with 7 interconnected areas, promoting an integrated decent work strategy for the informal economy: i) growth strategy and quality employment generation; ii) regulatory environment, including enforcement of International Labour Standards and core rights; iii) organization on representation and social dialogue; iv) equity (gender, ethnicity, race, caste, disability age); v) entrepreneurship, skills, finance, management, access to markets; vi) extension of social protection; and vii) local (rural/urban) development strategies. Growing informal employment has been underlined as a central challenge in India's 12th Plan.

With this background, the ILO has initiated a programme in South Asia on "Way Out Of Informality: Facilitating Formalization of Informal Economy", with funding support from the Government of Japan. The 6 December workshop was the first activity in India under this programme to share international good practices of integrated and sectoral approaches promoting and enabling formalization.

Addressing the inaugural session Dr. Mrityunjay Sarangi, Secretary to the Government of India, Ministry of Labour and Employment, mentioned the inappropriateness of austerity measures by enterprises in a context ridden with disparity and low standards of living of workers. In a large country like India with a workforce of 470,000,000 one cannot wish away informality and must acknowledge its continuance even in the public sector. Keeping this in mind, however, decent work will have to be ensured, Dr. Sarangi said.

Mr. N. M. Adyanthaya, Member-ILO Governing Body (Workers), stated that the current employment crisis has resulted in a

global rise in informal and precarious work and the decline in the share of organised and formal employment during the last ten years. This indicates the adoption of informality by employers in the formal sector, constant attacks on trade unions and labour rights, undermining of social protection which led to an unsustainable development path. To come out of this crisis, Mr. Adyanthaya argued for more redistributive measures in favour of workers who are the main consumers and could therefore contribute to the revival of the economy.

Mr. B. P. Pant, Secretary at the Council of Indian Employers, began by pointing to the large proportion of informal workers in the workforce and their crucial contribution to the GDP. Some of the disadvantages of the informal sector include unhygienic conditions, lack of safety, low productivity, hard labour, low income, no access to the market or finance, obsolete technology and majority of women who are more vulnerable. Mr. Pant felt that one of the advantages of the informal economy is the ability to grow without licensing or regulation. Formalisation measures, therefore, should be enablers and not stifle, and go beyond the decent work agenda to include skill development, cooperative marketing mechanisms and access to finance. According to him, there is a need to keep in mind the different types of informal work - family ownership, independent contractors, self employed etc. ILO's enterprise development programme 'Start and Improve your Business' provides a solution to this situation, said Mr. Pant.

Dr. Ashok Sahu, Secretary General of National Human Rights Commission, felt that Agricultural workers' formalization needs to be prioritized. Pointing out the core challenges of India's Economy and how employment creation could be facilitated through policy interventions. He stated that to a certain extent, measures towards flexi security could be instrumental in increasing employment opportunities, since such interventions take into consideration the social dimension and the current economic transformation of business and production that is caused by globalisation. He also referred to the global jobs pact as a useful tool in this regard.

A number of eminent persons from among the trade unions, civil society organizations and activists participated in the deliberations and put forth their perspectives on the subject. The general understanding was that the challenge is to safeguard workers' rights, which is further complicated by the blurring lines between the informal and formal sectors. Another important aspect of informal work, which needs to be addressed, is the higher proportion of women in the informal sector; as well as the differential nature and severity of the obstacles and vulnerability they face as compared with their male counterparts.

Showcasing Best Practices of SMEs in Improving Productivity and Competitiveness

In an event jointly organised by the ILO – AIEMATC (Ambattur Industrial Estates Manufacturers Association Technology Centre) on 'Best practices adopted by SMEs in improving productivity and competitiveness' for the SMEs, held on 8 December 2012, in Chennai, ILO-SCORE enterprises from Faridabad, Ahmednagar and Chennai showcased the productivity gains as a result of ILO-SCORE trainings. SCORE (or Sustaining Competitive and Responsible Enterprises) is a global programme being implemented by the International Labour Organization (ILO) since 2010 in India and 6 other countries - China, Indonesia, Vietnam, Ghana, South Africa and Colombia - to help the SMEs reduce their vulnerability to external shocks and help them improve their bottom-lines.

With competition in the air and thinning gross margins, SMEs in India, today are being continuously pushed to improve quality, achieve cost efficiency and continually upgrade its productivity. 'Every year more than a million jobs are created in SMEs in India. The ILO is keen to strengthen the ability of Indian SMEs to rapidly respond to changing market needs, reducing product life cycles and compliance with environmental and labour standards to remain competitive in the market. This will help the SMEs to continue to contribute to more and better quality jobs, that is, Decent Work particularly for Indian youth' said Ms. Tine Staermose, Director, ILO Decent Work Team for South Asia and Country Office for India, in the event which was attended by industry associations, SMEs, media and corporates. Welcoming the participants, Mr. Sai Sathyakumar, Chairman AIEMATC, stressed upon the need for SMEs to adopt modern management practices to remain competitive in the market and encouraged them to participate in SCORE trainings. ILO SCORE programme has been launched in Ambattur Industrial Estate in September 2012 with the first batch of 4 SMEs participating in Module 1 training on 'Workplace cooperation'. Illuminating on the various features of SCORE training methodology, Mr. N.K. Murali, proprietor, NSK press and AIEMATC member coordinating SCORE implementation in Chennai stated that in the coming days AIEMATC will act as a lighthouse and will beam "SCORE Methodology" to other neighborhood industrial clusters. He further added that good workplace relations is the key ingredient for an enterprise to internalize modern management practices, reap healthy payback from investment in technology and also develop workforce skills. ILO SCORE training not only helps enterprises to improve management practices but works towards strengthening the workplace relations in the SMEs.



The event also had Mr. Michael Elkin, Chief Technical Adviser, SCORE Global (Geneva) share the results and experiences from the other 6 SCORE countries. SCORE enterprises in India and other 6 countries have been reporting 30% or more improvement towards industry specific benchmark KPIs such as absenteeism, employee turnover, defects, energy efficiency, waste per month, overtime, accidents and labour productivity. A few examples of improvements achieved due to innovations in work organization, continuous workplace learning culture, good labour-management relations following SCORE trainings were presented in the event by the enterprises namely Matrix Tools and Components Ltd and Champion Components Pvt Ltd from Faridabad, Amod Industries and United Metallurgicals from Ahmednagar and Drill Jig Bushings Pvt Ltd and Fabprimech from Chennai.

Mr. N.M. Adyanathaya, Vice President, INTUC and Member ILO Governing Body, in his keynote address highlighted the correlation between good working environment and productivity and mentioned that ILO SCORE training can contribute towards improving workplace relations in the SMEs. Mr. B P Pant, Executive Director of All India Organization of Employers (AIOE), further added that SCORE not only will improve the productivity of SMEs but will also improve the skill level of labour force.

ILO-SCORE programme is supported by the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for Development Cooperation (NORAD). It is a modular training programme with 5 compact modules covering workplace cooperation, quality management, productivity and cleaner production, organizing people to be motivated and productive, and organizing the physical workplace to be safe and healthy. Workers and managers participate together in 2-day classroom training sessions following which local experts provide on-site coaching to help the enterprise implement what has been learned and meet the specific needs of individual enterprises. In India, SCORE is currently focusing on the light engineering sector and is being implemented in Delhi NCR, Ahmednagar and Chennai. 'SCORE trainings of the SMEs in Ahmednagar auto and engineering cluster has enhanced the overall market competitiveness of the cluster and has helped to position the cluster in the global supply chain map' said Mr. Shashank Kulkarni, Director, Ahmednagar Auto and Engineering Association in the programme.

Tripartite Workshop for Validation of Global Guidelines for Mining Sector on HIV and AIDS



A two-day national workshop for validating the Global Guidelines for Mining Sector on HIV and AIDS was organized by the ILO HIV/AIDS programme in India on 26-27 November 2012, in New Delhi. The draft guidelines were developed by ILO Geneva in consultation with the constituents, with a view to provide a comprehensive framework to stakeholders in the mining sector for formulating effective HIV prevention strategies, in line with the ILO Recommendation No. 200 on HIV/AIDS. Although, these guidelines were developed through a process of social dialogue at the global level, country specific inputs and follow-up were necessary. Since, ILO HIV/AIDS programme in India has been actively providing technical support to the tripartite constituents for policy and programme development in the mining sector in collaboration with MOLE, India was selected to organize a validation workshop by bringing together relevant social partners to deliberate on the guidelines.

The workshop was inaugurated by Mr. A.C. Pandey, Joint Secretary Ministry of Labour and Employment (MoLE), Government of India and participated by MoLE and its institutions, Employers and Workers organizations, Mining Sector Companies and Network of People Living with HIV. During the workshop the guidelines were presented and inputs were sought on the

framework, components and steps involved in providing universal access to HIV prevention, care and support services through workplaces in the mining sector. Based on the active participation, useful suggestions, inputs the guidelines are being revised.

News, views and analysis from the world of work

Global Employment Trends 2013 report of the ILO says that the number of middle-class workers in the developing world has risen sharply over the past decade, potentially creating a much-needed boost to future growth and consumption in these economies. The report projects 390 million additional “middle class” workers by 2017, but 1.5 billion workers remain either poor or near poor. Working poverty is dropping, but the number of near poor is rising.

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Youth Employment: According to the latest estimates there will be 74.2 million unemployed youth aged 15 to 24 in 2013, an increase of 3.8 million since 2007. Political commitment and innovative approaches are needed to address this issue.

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Less austerity and more investment are needed to tackle **youth jobs crisis**. There is one idea we have not tried: **making job creation our number one priority to promote a sustainable recovery** from the global economic crisis, says the ILO DG, Mr. Guy Ryder.

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It is the increasing number of people with **decent work** that will create sustainable economic growth in the Asia–Pacific region. Inequality is widening in many parts in Asia. This needs to be corrected as it disrupts sustainable growth and may cause instability in society, according to Mr. Yoshiteru Uramoto, Regional Director, ILO Regional Office for Asia and the Pacific.

For more information and details regarding the snippets given above and a lot more, please visit the ILO website: <http://www.ilo.org>

Vast amounts of electrical and electronic waste end up in developing countries where the recycling methods are often hazardous. Integrating informal e-waste operations into the formal sector can help make the process safer, according to an ILO study titled '**The global impact of e-waste**'. The report also says that the overall, human health risks from e-waste include breathing difficulties, respiratory irritation, coughing, choking, pneumonitis, tremor, neuropsychiatric problems, convulsions, coma and even death.

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The Employment Trends for South Asia:

Economic growth weakened and did not deliver significant numbers of jobs and decent work.

Unemployment rates remained low, projected at 3.8 per cent in 2012, but youth unemployment was estimated at 9.6 per cent.

A large share of workers remained in agriculture, in the urban informal sector or in unprotected jobs in the formal sector.

Female labour force participation remains low.

The goal of creating more decent work will be even more elusive in 2013.

There are widespread skills and education mismatches: many South Asians are leaving school or university without skills that are demanded by employers. Many of these young people “queue” for a job in the public sector.

Labour productivity improvements within services contributed significantly to growth.

Structural change has also contributed significantly to growth, but to a lesser extent during the crisis.

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We welcome your suggestions and contributions. Please write to us.

Editorial Management & Advice: Ms. Tine Staermose, Director and Ms. Panudda Boonpala, Deputy Director.
Editor: Mr. Anandan P. Menon

We're on the web! www.ilo.org/india

ILO Decent Work Team for South Asia & Country Office for India

Core 4B, 3rd Floor, India Habitat Centre
Lodi Road, New Delhi – 110 003, India

Promoting Jobs, protecting people

Phone: +91-11-24602101

Fax: +91-11-24602111

E-mail: delhi@ilo.org