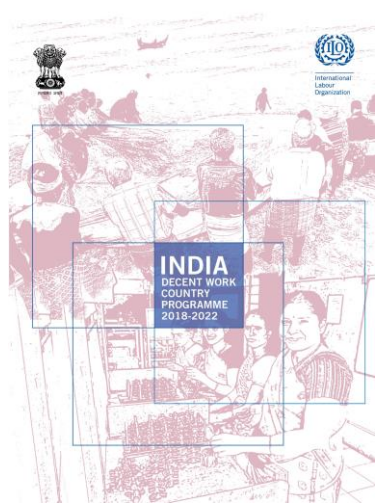


EXECUTIVE SUMMARY



India: Decent Work Country Programme (DWCP) for 2018-2022

Decent Work Country Programmes (DWCPs) have been established as the main vehicle for the delivery of ILO support to countries. DWCPs have two basic objectives. They promote decent work as a key component of national development strategies. At the same time, they organize ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents, the government, employers and workers, in a results-based framework to advance the Decent Work Agenda within the fields of comparative advantage of the Organization. Tripartism and social dialogue are central to the planning and implementation of a coherent and integrated ILO programme of assistance to constituents in member States. It also directly contributes to the India United Nations Sustainable Development Framework (UNSDF) 2018-22.

This is the ILO's third DWCP in India since 2007. The country strategy assumes key significance in view of the centenary year 2019. India, founding member of the ILO, will be celebrating 100th year of collaboration. This is an opportunity to reaffirm the relevance of social justice and decent work in the country.

India, a fast-growing emerging economy, is at a critical juncture in its development trajectory. India has the largest youth population in the world¹ and sees overlapping shades of industrialization and a large informal economy of over 90 per cent. It also grapples with persisting issue such as low-paid jobs and poor working conditions. Informality has become all pervasive also because of increasing informalization or emergence of new forms of employment in the formal sector. Factors such as rapid technological developments, climate change, globalization and migration are also affecting employment conditions and the Decent Work Agenda. Against this backdrop, the DWCP outlines a collective strategy of ILO's constituents to prepare the country to effectively respond to current and future world of work dimensions and to continually advance towards achieving 'Decent Work for All'.

Extensive consultations with the ILO's tripartite constituents were undertaken from mid-2017 to 2018 to formulate the India DWCP (2018-22). Consultations with relevant ministries, State governments, the UN system, bilateral and multilateral agencies, academia and think-tanks also helped shape the DWCP priorities and firmly embedding them with India's state-level strategies. The DWCP also encompasses the findings of the country programme review of the last DWCP of 2013-17, and regional priorities drawn from the Bali Declaration of 2016 and ILO's Strategic Plan of 2018-21. The National Development Agenda² and the

¹ United Nations Population Fund's (UNFPA) : State of the World's Population report 2014

² Comprises of a 15-year long-term vision (2017-18 to 2031-32) , 7-year mid-term strategy (2017-18 to 2023-24) and 3 year short-term action plan (2017-18 to 2019-20)

2030 Agenda for Sustainable Development, with the core programming principle to *leave no one behind*, are central to the India DWCP.



The constituents observe that the developing states of India, which cover several of the aspirational 115 districts³, have greater decent work challenges. These states are faced with more vulnerable workers, including those from specific sections (such as the scheduled tribes). Therefore, promotion, adoption and implementation of international labour standards to prevent unacceptable forms of work, in particular, forced labour and child labour, in certain sectors and states, emerge as some of the critical areas of work under this ILO programme. This country strategy

highlights and notes slow rate in as well as regional imbalance job creation, limited access to job and skilling opportunities, uncertain pace of structural transformation —due to a smaller role of the manufacturing sector — as factors that result in decent work deficit in the country. The strategy therefore calls for innovative job-centric growth models through promotion of sustainable enterprises, value chain development and skill development. The DWCP also advocates for modern labour governance mechanisms, particularly emphasizing institutionalization of tripartite and social dialogue in states for effective design and implementation of the policies related to the world of work. Ongoing urbanization, low wages concentrated among casual and rural workers, and wage disparities have triggered rural-urban migration and out of country migration by workers for employment. The India DWCP (2018-22) highlights the urgent need for safe and informed migration and stresses not only jobs, but better quality jobs and protection of workers' rights.

A prime concern for the ILO has been the persistent low labour force participation rate of women that has also been declining in recent years, falling from 26.2 per cent in 2010 to 23.4 per cent in 2012.⁴ Gender equality is integral to ILO's work in India. This DWCP also talks of what needs to be done to protect jobs and people facing extreme weather events. So far climate change has led to a colossal loss of nearly US\$9-10 billion⁵ annually and is projected to impact agricultural productivity with increasing severity from 2020 to the end of the century. In such a scenario just transition to environmental sustainability becomes imperative.

The DWCP has the overarching development objective of “creating a more decent future of work through better quality of jobs, transition to formal employment and environment sustainability” with the ultimate goal to support India's march towards “Leave no one behind and Reach the furthest behind first” as is also articulated in the 2030 Agenda.

DWCP priorities and outcomes

The ILO constituents have jointly identified three priorities and nine outcomes in this India DWCP. Each outcome, also known as the result area, demonstrates how ILO constituents, and other relevant partners, will contribute to specific development changes in the world of work. The existing disparities between regions and states in the country have been well captured in the country strategy. Some of these are levels of informality, low female labour force participation rates, targeted regional economic and sector-specific development actions which include focus on labour standards and working conditions.

³ as identified by NITI Aayog, GoI

⁴ India Labour market update, ILO, July 2017

⁵ Parliamentary Standing Committee on Agriculture

The outcome strategies particularly target youth, women, informal economy workers, socio-economically vulnerable and disadvantaged groups, especially those belonging to Scheduled Castes and Scheduled Tribes, manual scavengers, migrants, people with disabilities, the LGBTQI community and persons living with HIV.

PRIORITY I	Promote, adopt and implement international labour standards for protection of workers from unacceptable forms of work
Outcome 1.1	By 2022, all fundamental ILO Conventions and other selected International Labour Standards have been ratified and implemented
Outcome 1.2	By 2022, regulatory and policy frameworks developed or revised and implemented for protection of workers from unacceptable forms of work
PRIORITY 2	Create sustainable, inclusive and decent employment for women and the youth, especially vulnerable to socio-economic and environmental exclusion and in informal economy
Outcome 2.1	By 2022, national and state governments have adopted job-rich growth strategies guided by labour market information (LMI), relevant ILS, and future of work (FoW) drivers
Outcome 2.2	By 2022, states have adopted LMI aligned multi-pronged skill development strategies and have improved quality and access to skill and employment services
Outcome 2.3	By 2022, states have institutionalized measures that promote sustainable enterprises and transition to formalization
Outcome 2.4	By 2022, States have adopted policies and institutional mechanisms for safe and informed labour migration
PRIORITY 3	Tripartite mechanisms work better for protecting rights of workers through promoting labour administration, occupational safety and health (OSH) and social protection
Outcome 3.1	By 2022, effective social dialogue and labour administration systems operational to support improved industrial relations
Outcome 3.2	By 2022, women and men workers and enterprises benefit from safe and healthy workplaces
Outcome 3.3	By 2022, national and state social protection systems are better managed with expanded coverage and increased access

DWCP implementation



TOWARDS 2030 AGENDA: The India DWCP (2018-22) contributes actively to most of the SDG goals

For the achievement of the outcomes, the ILO country programme will follow results-based management principles and will be guided by the four cross-cutting policy drivers: gender equality and non-discrimination, tripartism and social dialogue, environmental sustainability and promoting international labour standards.

A key element in the strategy will be to also promote India's role in broader agendas of the ILO such as the Future of Work, Sustainable Development Goals, G20, BRICS (Brazil, Russia, India, China and South Africa) and IBSA (India, Brazil and South Africa) Dialogue Forum and other. Additional opportunities that are a result of emerging South-South and triangular cooperation, such as those involving the V.V.Giri National Labour Institute –ITC-ILO Turin Centre collaboration, will be leveraged.

The ILO will engage in relevant research to fill SDG information gaps and provide inputs for its indicators for monitoring purposes within the United Nations Sustainability Development Framework (UNSDF).

The ILO will continue to collaborate with line Ministries such as: Ministries of External Affairs; Skills & Entrepreneurship Development, Rural Development; Micro, Small & Medium Enterprises; Statistics & Programme Implementations; Mines; New and Renewable Energy; Social Justice & Empowerment; Home Affairs; Finance as well as State governments, academic institutions, civil society and the private sector.

Ministry of Labour and Employment and ILO social partners will form a DWCP Tripartite Advisory Committee to guide the implementation. This committee will meet annually to review progress, and develop an annual implementation plan. It will also discuss the challenges and risks during the implementation phase and suggest appropriate risk-mitigation measures to ensure the programme is effective. Providing guidance and mobilizing resources are key activities of the committee. It will leverage national resources and CSR initiatives to support the implementation of the specific outputs. The ILO Country Office of India will function as the secretariat.