



International
Labour
Organization

India Decent Work Country Programme

Results Report 2020



India Decent Work Country Programme

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► Abbreviations

ACTRAV	Bureau of Workers' Activities	NCPI+	National Coalition of People Living with HIV in India
AIOE	All India Organisation of Employers	NCW	National Commission for Women
ASSOCHAM	Associated Chambers of Commerce of India	NHRC	National Human Rights Commission
CII	Confederation of Indian Industry	NMS	Nirman Mazdoor Sangathan
DGFASLI	Directorate General, Factory Advice Service and Labour Institutes	NSO	National Statistical Office
DWCP	Decent Work Country Programme	NSQAF	National Skills Qualification and Assurance Frameworks
EBMOs'	Employers' and Business Membership Organisations	OSH	Occupational Safety and Health
EFI	Employers' Federation of India	PAGE	Partnership of Agencies on Green Economies
ESI	Employees' State Insurance	PMFBY	Pradhan Mantri Fasal Bima Yojana
ESIS	Employees' State Insurance Scheme	PMKVY	Pradhan Mantri Kaushal Vikas Yojana
EU	European Union	POEs	Protector of Emigrants
FICCI	Federation of Indian Chambers of Commerce & Industry	PSUs	Public Sector Units
FLFPR	Female Labour Force Participation Rate	RPL	Recognition of Prior Learning
FoW	Future of Work	SCOPE	Standing Conference of Public Enterprises
FPRW	Fundamental Principles and Rights at Work	SCORE	Sustaining Competitive and Responsible Enterprises
GSACS	Gujarat State AIDS Society	SDC	Swiss Agency for Development and Cooperation
GSNP+	Gujarat State Network of Positive People	SHG	Self-Help Groups
ICC	Indian Chamber of Commerce	SIYB	Start and Improve Your Business
IHD	Institute for Human Development	TEA	Tiruppur Exporters' Association
IR	Industrial Relations	TUs	Trade Unions
ITC	International Training Centre	TVET	Technical and Vocational Education and Training
ITI	Industrial Training Institutes	WDACL	World Day Against Child Labour
LMI	Labour Market Information	WfH	Working from Home
MOSPI	Ministry of Statistics and Programme Implementation	WISCON	Work Improvements in Small Construction Sites
MSDE	Ministry of Skill Development Entrepreneurship		

► Introduction

Promoting decent work as a key component of national development strategies, the third India Decent Work Country Programme (DWCP) 2018-22, strongly reflects the central values of tripartism and social dialogue held together by the ILO members and one of its founder states, India.

DWCP 2018-22 - Development Objective
Creating A More Decent Future Of Work
Through Better Quality Of Jobs, Transition
To Formal Employment And Environmental
Sustainability

This coherent and integrated five-year overarching tripartite strategy articulates the ambition of the constituents envisaged in inching towards Decent Work in the country and sets the contours of the ILO technical cooperation framework for 2018-22. The joint journey for the sustainable development of the country embarked by the constituents in 2018 is now into its fourth year. The DWCP tripartite progress review meeting held in January 2020 recorded the expectations and inputs of the constituents in furthering Decent Work agenda in the country as defined under the pillars and outcomes of India DWCP (2018-22). Building on the progress made in 2018-19, the onset of COVID-19 early in March 2020, required the ILO constituents to re-visit and re-purpose the DWCP implementation strategy to respond to the emerging labour market crisis.

The latest ILO Monitor on the COVID-19 impact on the world of work estimates 8.8 per cent of global working hours were lost, which is equivalent to 25 crore full-time jobs. While half of these are affected

by reduced hours of employment, the particular concerning fact is that 14.4 crore have been affected with the employment loss. ILO's initial Rapid Assessment of the COVID-19 impact on employment had estimated the number of workers vulnerable to the lockdown to reach 364 million or more, including those in casual work, self-employment and unprotected regular jobs, most of them lacking social protection coverage.

In 2020, efforts were directed towards recovery and rebuilding as well as protection of workers by aligning and strengthening the ongoing interventions under 2018-22 DWCP with the four pillars of the ILO COVID response framework - Stimulating the economy and employment, Supporting enterprises, jobs and incomes, Protecting workers in the workplace and Relying on social dialogue for solutions.

Realising the gravity of COVID-19, as not just a health crisis but also a labour market crisis, ILO Constituents, undertook strategic and timely interventions to support their members. Situational and impact assessment of COVID-19, developing guidance and policy recommendations and investing in capacity development of members were among a few key strategies undertaken by the constituents to ensure security, safety and sustainability of workers and enterprises.

As the economic actors, the workers and employers, are compelled to gradually adjust to the 'new normal'. The ILO and its constituents will continue to play a critical role in enabling the actors to not only survive but minimise the risk of any slide down or reversal of the progress made so far towards the SDG 8 "Promote inclusive and sustainable economic growth, employment and decent work for all".

► The Employers and Workers: The Assets and Pillars of the World of Work

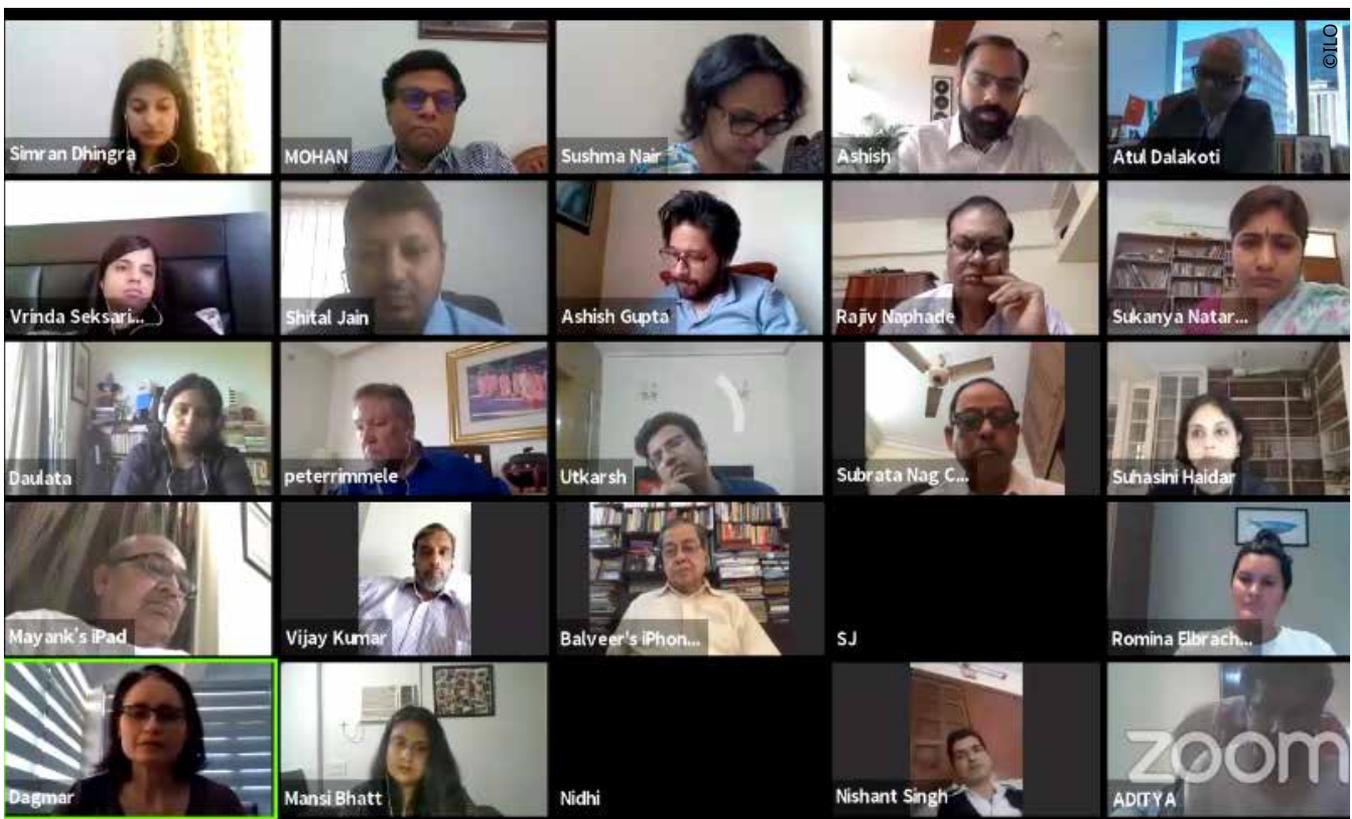
In 2020, Employer and Business Membership Organisations (EBMOs) and Trade Unions (TUs) were at the forefront, supporting businesses and workers to recover from the shocks induced by the COVID-19 pandemic.

Their initiatives ranged from leading, advocating and contributing to the policy responses designed by the government; offering guidance to members in managing the health and safety at workplaces; providing referral services to access relief measures; engaging in measures to save businesses, and safeguard jobs and wages. The social partners reiterated the necessity for effective social dialogue and cooperation in designing and implementing appropriate strategies and policies to address the negative impact of the COVID-19 crisis.

COVID-19 specific tools such as 'Employers' Guide on Managing Your Work' and 'Enterprise Survey Tool: Assessing the Needs of Enterprises' developed by

the ILO Bureau for Employers' Activities (ACTEMP) aided employers to effectively assess and manage the workplace during the pandemic. Employers' Federation of India (EFI) used the survey tool among members and non-members as a precursor for its new membership development strategy with a new value proposition. EFI's survey findings and the interviews of members prior to the formulation of the strategy revealed a strong need for legal advisory services, especially after the introduction of the new labour codes. Accordingly, it has now finalised the strategy with inputs from the ILO, along with a business plan for sustainability.

A joint ILO-SCOPE (Standing Conference of Public Enterprises) study towards 'Effectiveness and Challenges of Working from Home Arrangement (WfH) for Women Executives and Managers in Public Sector Units (PSUs)' provided gender-sensitive assessment of the impact of the pandemic.



Future of work discussion with FICCI

While providing the glimpses into the challenges faced by women executives and it brought forward recommendations on better human resource management practices for employers' considerations. A part of the recommendations of the study include a set of guidelines on WfH which SCOPE hoped to promote through its champions among the PSUs. Three training programmes were also organised with 15-member task force members.

During the pandemic, EBMOs and the ILO jointly deliberated and advised members through a series of virtual consultations and seminars, notably organised by SCOPE, The Associated Chambers of Commerce of India (ASSOCHAM), Indian Chamber of Commerce (ICC) and the Confederation of Indian Industry (CII) on sound human resource management practises. Setting an example, the Federation of Indian Chambers of Commerce & Industry's (FICCI) response to members during COVID-19 was featured as a case-study in the ILO-ACTEMP publication on 'Leading Business in Times of COVID Crisis'.

EBMOs in India, along with other South Asian counterparts, will benefit from the two new initiatives, moulded from the outcomes of the ILO-ACTEMP global survey - 'Employer and Business Membership Organisations: Inside Impacts and Responses to COVID-19'. First, a competency model leading to formation of a trained cadre of 'Health and Hygiene Ambassadors' at the enterprises will be developed and second, a 'Guide on Advocacy and Lobbying for South Asian EBMOs' will be formulated. Both initiatives will take into consideration the issues and strategies relevant to South Asian EBMOs, including India.

Targeted actions of trade unions (TUs) for their members/workers included awareness-raising campaigns, training programmes, services matching labour market needs, legal advice, distribution of food parcels and PPE kits, and in some instances even recognition of COVID-19 as an employment injury.

Organisations reached out and supported workers, in particular, migrants, those engaged in the informal economy, home-based, domestic, construction and others, who were severely affected owing to the collapse of the selected sectors and temporary or permanent closure of their work units.



Western Railway Mazdoor Sangh (WRMS) members support field activity

The ILO's efforts focused on capacity building of the TUs through a series of regional and sub-regional webinars including 'webinar 2.0', organised by the Bureau of Workers' Activities (ACTRAV), facilitating experience sharing and peer learnings of the four pillars of the ILO-COVID-19 response framework.

The ILO organised a number of consultations with TUs to enhance collective understanding and strategy, notably on, 'COVID-19 and World of Work: Sharing Experience and Way Forward', 'Impact of COVID-19 Crisis on Informal Workers in Lower Tiers of Supply Chains, Domestic Workers and Agriculture', 'New Labour Codes, Social Dialogue and Future of Work' and others.

A background paper is being prepared by the ILO, to support TUs to structure their COVID-19 interventions based on evidence. It will enable TUs in formulating recommendations for inclusive and sustainable response to the impact of the pandemic in the World of Work with special focus on the achievements and challenges linked to SDGs.

In parallel, the ILO provided technical support to TUs in strengthening understanding on the provisions of 'Draft Wage and Occupational Safety and Health (OSH) Rules', alongside the various provisions in the labour codes from the perspective of international labour standards and potential risk of amplifying emerging future of work challenges.

► Priority 1: 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.

In recent years, India has stepped up efforts to protect workers who are at a high risk of discrimination and vulnerable to unacceptable forms of work, in particular, child and forced labour. A number of international instruments have been prioritised under India DWCP2018-22 for ratification, including the Occupational Safety and Health (OSH) Policy Convention (No. 187); and the Protocol to the Forced Labour Convention (No.29).

SDG Impact

8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

10.3: Ensure equal opportunities and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

Towards this and in continuation of the efforts made in the previous years, the ILO in 2020 provided gap analysis and advice to constituents in preparation for ratification of these instruments. Dialogues were facilitated with constituents to accelerate the momentum for the elimination of unacceptable forms of work, including manual scavenging and strengthen national capacities for implementing the key provisions of fundamental ILO conventions ratified by India, in particular contributing to the

Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

Prioritising the need for safety and dignity of women's workforce, the ILO launched a campaign on '16 days of Activism' in the social media. Protection of female workforce from incidences of sexual harassment is the key to improve the Female Labour Force Participation Rate (FLFPR) and productivity of women's workforce. The campaign built upon the activities initiated in 2019 following the adoption of ILO Convention No. 190 and Recommendation No. 206 on Eliminating Violence and Harassment in the World of Work.

The effects of COVID-19 are likely to linger over the coming years, especially on the most vulnerable sections who witnessed loss of income and livelihood. With the intensified risk on these sections, especially, women, migrants and informal economy workers, strengthening capacity of constituents to adopt evidence-based mitigation strategies was paramount. Accordingly, two studies have been initiated, 'Mapping and Assessment of Impact of COVID-19 Crisis on Interventions and Programmes to Address Child Labour and Forced Labour in India' and 'Rapid Study of Vulnerabilities in the Context of the COVID-19 Crisis and Fundamental Principles and Rights at Work (FPRW) in India'.

Alongside, the ILO guided the social partners to closely monitor the labour rights issues emerging due to COVID-19 and labour law measures adopted by states to address these with reference to labour conventions ratified by India. In parallel and in continuation of previous years' work, the ILO provided technical support to social partners in deepening their understanding of the implications of the four labour codes.

Outcome 1.2: By 2022, regulatory and policy frameworks developed or revised and implemented for protection of workers from unacceptable forms of work.

To realise the aspirations envisaged by the constituents to eliminate child and forced labour by 2022, the ILO is preparing to initiate a pilot labour force survey in one state in India, aligned to the 19th International Conference of Labour Statisticians guidelines with the objective to provide recommendations to the National Statistical Office (NSO) on inclusion of the child labour module in surveys.

towards achievement of SDG Target 8.7. The platform is working on developing a joint action plan to achieve their objectives. They are also engaged in planning observation of '2021 - International Year of Elimination of Child Labour', as designated by the UN General Assembly.

A mass media awareness campaign was launched in partnership with the state government of Telangana to mark the World Day Against Child Labour (WDACL) to prevent risks of child labour due to economic distress triggered by COVID-19. The campaign had an outreach to over a million through online and offline activities. Additionally, under the ongoing ILO intervention in Telangana, technical support has been provided to the constituents in the state to pilot an integrated strategy on promotion of Fundamental and Principal Rights at Work (FPRW) in the cotton supply chain. The strategy is guided from the learnings gained during the knowledge building exercises done with local institutions and actors mapped across the cotton supply chain.

SDG Impact

8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and by 2025 end child labour in all its forms.

A multi stakeholder platform, 'Alliance 8.7' has been established to enhance collaboration between organisations and government institutions working

Promotion of gender equality remained central to all the DWCP outcomes. Under this outcome specific efforts were made to reduce the



Release of WDACL 2020 poster at Telangana



Meeting of ILO-SCOPE Gender Champions

vulnerability of women at risk of violation and harassment, particularly due to COVID-19. The ILO produced a documentation of successful initiatives implemented by different states to protect workers in vulnerable situations with a focus on women workers in India.

Local partners in Jharkhand, Chhattisgarh, Karnataka, Bihar, Delhi, Kerala, Andhra Pradesh, Odisha, Telangana and Tamil Nadu states were guided and supported to strengthen the capacity of the local government to effectively respond to the concerns and needs of migrant workers, at source and destination during and post-lockdown. This was undertaken to complement the ILO's ongoing

efforts in building the capacity of state and non-state actors and potential migrants to undertake safe and informed migration.

Research is underway on the impact of the COVID-19 crisis on migrant women workers, especially those working in domestic and garment work. It will build up on the report and work carried by local partners and others to drive evidence-based advocacy, notably to promote OSH Practices at the Workplace for domestic workers post-COVID-19.

Further, a series of virtual multi-stakeholder conversations have been organised on anti-trafficking frameworks and domestic work in 2020 to highlight the perspective of informal women workers.

► 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.

SDG Impact

- 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
- 5.4: Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro, small and medium sized enterprises, including through access to financial services.
- 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training.
- 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
- 17.14: Enhance policy coherence for sustainable development.

COVID-19 has created a dent in the pathway of ILO constituents to realise outcome 2.1 besides decelerating the pace, in an economy which already witnessed slowdown. This calls for concerted efforts by the constituents and a coherent evidence-

based approach. The ILO has produced a 'Rapid Assessment of the Impact of the COVID-19 Crisis on Employment' which provides estimations on increase in vulnerability and key recommendations in designing COVID-19 policy measures. The ILO-

IHD (Institute for Human Development) webinar on 'Implications of the Covid-19 Crisis for Labour and Employment in India: Impact, Strategies and Perspectives' facilitated bringing together evidences, research on impact of the pandemic, and brainstorming on possible policy guidelines.

Recognising specific sectors are the lifelines for income and employment generation in states, the ILO also extended support to select states in adopting a job-rich growth model. In Rajasthan, the ILO initiated a consultation process with constituents to facilitate development and adoption of a state-wide tripartite strategy for sustainable development of the natural stone industry. A study carried by ILO during the year on 'Challenges and Opportunities For Productive Employment and Decent Work in the Natural Stone Mining Industry Supply Chain in Rajasthan' underscores the urgency for the state to adopt a comprehensive strategy covering the entire value chain, that is, mines to market, to position itself as a responsible sourcing and investment destination to sustain its global competitiveness. The ILO also contributed in facilitating safe resumption of operations in the natural stone industry in the state, post-lockdown through a tripartite webinar guidance on COVID-preventive measures.

COVID-19 continues to have a strong bearing on the income and wage earnings of workers. To build knowledge of constituents on addressing this,

two papers were released: 'Impact of COVID-19 Pandemic on Labour Supply, Wages and Gross Value Added in India' and 'Job and Wage Losses in Informal Economy Due to the COVID-19 Lockdown Measures in India'. The latter has been referred to in the Chapter entitled "State of the Economy 2020-21: A Macro View", of Economic Survey 2020-21.

The year 2020 also witnessed the roll-out of wage code to strengthen understanding on its implications, especially for low paid workers, a series of working papers were produced, notably 'Minimum Wage Impact on Wages and Employment Using the PLFS 2017-18 and 2018-19 – Evidence-Based Study for India's Representative States'; "Methodology for Fixation of Minimum Wages: A Need-Based Approach Concerning India"; "Wage Code and Rules – Will They Improve the Welfare of Low-Paid Workers in India?" and "Wage Code and Rules– Will They Improve the Effectiveness of Minimum Wage Policy in India?". Furthermore, technical consultation was held with TUs on draft wage rules for their informed interventions. VVGNI was also technically supported to conduct a week-long global training programme on the subject "Monitoring and Evaluation of Active Labour Market Policies" which enhanced knowledge of more than 30 labour officials and academia on monitoring and evaluating wage policies, in addition to a training on 'wage policies and minimum wages' specifically designed for India



Workers at stone processing unit in Rajasthan

with over 150 tripartite participants from the centre and state.

COVID-19 not only laid bare the fault lines in the labour market but also exposed the vulnerability and precariousness of workers and employers in the informal economy. A series of trainings were organised on transitioning from informality to formality for constituents, in collaboration with the V.V. Giri National Labour Institute and ITC Turin respectively. Two migration-sourcing states, Odisha and Uttar Pradesh, were provided a guidance note 'short-term policy response to COVID-19' to respond to influx of returnee migrant informal economy workers, during the lockdown.

In continuation of the efforts towards enhancing Female Labour Force Participation (FLFPR) and building on the recommendations in the strategy developed by ILO in partnership with UN agencies and NITI Aayog, in 2020, the ILO augmented the momentum for adopting a national strategy on Care economy. COVID-19 further accentuated the attention to the urgency for this. Besides a study on the National Crèche Scheme in India along with policy recommendations for upgrading it, the ILO also held a tripartite technical consultation on Decent Work for Child Care Workers in India. The consultation which had participation from various central ministries,

deliberated on the way forward, including NITI Aayog's intent on undertaking a sectoral analysis to map the job creation potential, skill gaps and investment needs. The ILO also contributed to the deliberations by the Ministry of Women and Child Development on addressing barriers to FLFPR, and specifically on skill development of Care workers. Additionally, technical advice was provided to NITI on development of women's empowerment index.

The current pandemic has underscored the need for real-time data. As such, the ILO provided technical guidance to the Ministry of Statistics and Programme Implementation (MOSPI) on switching to telephone and web-assisted research for conducting the Periodic Labour Force Survey, to minimise disruption in data collection. Technical advice is also ongoing to MOSPI and MOLE on measurement and reporting of SDG indicators to effectively track India's progress, which saw the year starting with participation of constituents in a series of CSO's consultation organised by UNRCO jointly with UN agencies including ILO, for contribution to India's voluntary national reporting. The ILO also facilitated the discussion of the international working group of experts, and includes India, on the revision of statistical standards of informality. These trainings are being held in preparation for the 21st International Conferences of Labour Statisticians.

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.

Skills development has a crucial role to play in the immediate and short-term efforts to reduce the impact of COVID-19. While the pandemic is still active it will contribute towards building the resilience of workers and firms, and in preparing for and accelerating the economic recovery.

Timely investment in skilling has the potential to limit the scarring effects of increasing unemployment, skills mismatch and obsolescing of job roles due to the collapse or redundancy of economic units and industry sectors.

Building on to ongoing technical support to the Ministry of Skill Development Entrepreneurship

(MSDE), the ILO through ITC (International Training Centre) Turin facilitated sector skill councils and affiliated Technical and Vocational Education and Training (TVET) institutions to promote and adopt distance-learning solutions for continuity of learning and employability of youths, alongside skill anticipation methods.

In tandem, technical guidance is being provided to the MSDE in undertaking a skill anticipation exercise, specific to the manufacturing sector, for designing targeted interventions under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) Scheme. The findings of this exercise which attempts to identify skill gaps

in shop-floor and impact of COVID-19 on skill needs will feed into the design of PMKVY- Phase 4, which involves upgrade of Industrial Training Institutes (ITI) and other flagship skilling initiatives of MSDE, besides performance-linked incentive schemes in 11 sectors implemented by line ministries (including, Apparel and Textiles, Automotive, Electronics and Capital Goods, Pharma, Food Industry, Rubber, Leather).

Recognising quality performance of the TVET system in the country as a key determinant of effectiveness of skilling initiatives, the ILO also supports the NCVET in establishing a skill monitoring framework.

COVID-19 has increased the demand for health care workers in other countries, especially Europe. The ILO is facilitating engagement of MSDE and India Centre for Migration (affiliated to the Ministry of External Affairs) in having a series of dialogues with potential destination countries in estimating demand for healthcare workers and skill requirements to facilitate informed mobility. In a similar vein, to promote quality job creation, ILO has produced study mapping challenges and opportunities for EU-based start-ups in India and Indian start-ups in EU along with a policy brief on entrepreneurship.

Outcome 2.3: By 2022, states have institutionalised measures that promote sustainable enterprises and transition to formalisation.

This pandemic is likely to have long-lasting effects on the economy, with the recovery expected to be slow and uneven. Limited income replacement opportunities and social protection coverage, evidently leads many to make a living as informal micro-entrepreneurs, own-account workers or informal employees.

Even, the formal MSMEs and its workers are at a high risk of being pushed into informality post this crisis. The market disruptions are uneven and sectors which could not adopt the new technology have impacted the most.

Therefore, making the issues and concerns of hidden and invisible home (ILO C177) and informal workers in lower tiers of the global and domestic supply chains including enabling their rights through formalisation of the informal economy (ILO R204) visible remained central to this DWCP outcome. This was done alongside the promotion of sustainable enterprises and responsible business practices in the supply chain.

The training programmes of the ILO aided 1543 tripartite representatives (890 women and 413 men) to strengthen their understanding of the informal



Launch of ILO-KOICA programme on sustainable enterprises



Home based workers' orientation on Social Security schemes at Uttar Pradesh, India

economy and homeworkers with inputs focused on relevant occupational health and safety (OSH) practices, wage methods and systems (with special focus on piece rate wages) and labour laws.

The trained representatives reached out to over 8000 workers in small, micro and home-based enterprises in Tamil Nadu, Uttar Pradesh and Delhi and cascaded the OSH and prevention of COVID-19 infections in workplaces trainings on priority.

In addition, over 130 officials from the Department of Labour, Factories and MSME, Government of Uttar Pradesh (UP) received training on OSH and COVID -19 prevention with specific focus on MSEs in the informal economy, in particular, home-based enterprises and workers.

Central trade unions were facilitated to reach out to over 23,000 workers in formal and informal home-based units and unionise 12,721 workers (1,696 men and 11,025 women) in select districts in Tamil Nadu, Uttar Pradesh and Delhi.

A union 'Uttar Pradesh Home-Based Workers' Union' under the aegis of AITUC has also been registered in October 2020 with an initial membership of 1600 workers (950 women).

Tiruppur Exporters' Association (TEA) is being guided on supporting micro, small and home-

based enterprises to improve OSH and wage determination at the workplace. With COVID-19 accentuating the precarious conditions of home-based workers, the National Working Group of trade unions and membership-based organisations that were set up by the ILO in 2019, have intensified its advocacy efforts for the national policy for home-based workers.

Trade unions also facilitated home workers' access to COVID-19 relief services, public provisions and alternate livelihoods. In a similar vein, a roadmap and action plan has been prepared by the tripartite plus partners for the formalisation of informal and home-based workers. It has been adopted by the Department of Labour, Government of Uttar Pradesh.

Technical inputs have also been provided to the National Human Rights Commission (NHRC) to concretise the advisories on - 1) business and human rights, and 2) informal economy workers. In addition, the Ministry of Corporate Affairs were advised during the drafting process of the national action plan on business and human rights.

Particular attention was paid to revive and revitalise MSMEs, the second largest employer after agriculture in India. Recommendations from a bipartite dialogue, held in collaboration with

SDG Impact

4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

UNIDO on 'MSME revitalisation and recovery', were transmitted to the Ministry of MSME in designing COVID-19 policy measures for the sector. To deepen the understanding of constituents on the impact of COVID-19 on MSMEs and workers in the formal and informal sector, a primary research was conducted encapsulating 3000 workers and 500 enterprises in Maharashtra, Tamil Nadu and Delhi. Alongside, a policy note on the MSME definition and its implications on employment generation, including informality, is being developed to enable an informed contribution from constituents during MSME policy discourses.

The ILO's efforts were geared towards on-site support to MSMEs to cope and respond to the crisis. Through the Sustaining Competitive and Responsible Enterprises (SCORE) trainings conducted in partnership with the FICCI, MSMEs were capacitated



Krishnakumari SIYB beneficiary from Kerala at her flour mill

to re-strategise and adopt responsible management practices facilitating adoption of the 'New Normal' for the business continuity.

MSMEs in the supply chain of lead apparel brands, e-retail giants and automotive industry were provided virtual guidance on COVID-19 preventive measures, safe resumption of operations, workforce management to regain productivity and competitiveness through worker-manager dialogue process and institutionalisation of cooperative relations on the shop-floor. Approximately 200 MSMEs employing over 7000 employees benefit from the process, which includes determination of working hours, shift timings, wages, discrimination on the basis of age and gender, job retention in the face of physical distancing norms, drop and cancellation of business orders, and rising insolvency.

The incidence of sexual harassment reported by women workers in a few MSMEs as a trade-off to job retention has prompted the ILO to build capacity of 30 national MSME experts on the subject. The trainings demonstrate the link between prevention

of sexual harassment and domestic violence to increased productivity at the workplaces.

Strengthening the argument for green economy recovery, the ILO in collaboration with UNIDO under PAGE (Partnership of Agencies on Green Economies) prepared a policy brief on green and inclusive transformation of the manufacturing sector in India and also contributed in the webinar on 'Building Back Better: Green Recovery of India's Economy'.

Shrinking livelihood and income-generating opportunities and ensuing risk of workers and employers to informality, has driven the ILO to organise a series of entrepreneurship trainings in collaboration with the state governments, social partners and UN agencies. In partnership with the UNV, 300 rural youths in Odisha, Punjab, Tamil Nadu and Uttarakhand were guided on starting a business using ILO's Start and Improve Your Business (SIYB) tool. Similarly, the Industries Department and the Kudumbashree (poverty eradication mission) of the Government of Kerala used SIYB to help 500 nano and micro businesses and 1000 youths, especially women and beneficiaries from rural areas, to start

and improve businesses and adapt to the 'new normal'.

Apart from this, 65 officials from Industries, Skills and Rural Development Departments in 11 other states were capacitated to effectively target vulnerable sections and to deliver online SIYB curriculum with support from the existing pool of trainers. The CTUs were specifically guided on providing referral services to their members on alternate livelihood opportunities through the entrepreneurship path, applying SIYB.

The ILO through its partners reached out to over 150,000 farmers in four states namely Chhattisgarh, Madhya Pradesh, Gujarat and Rajasthan to promote insurance coverage under the Pradhan Mantri Fasal Bima Yojana (PMFBY) Scheme. It helped enrolment of more than 25,000 farmers to the scheme and benefits were availed by 377 farmers during the Kharif season (rainy season, June to October). Technology-based awareness, outreach and access interventions have been introduced with the member organisations to enable enrolments as well as track the yields for assessing losses, if any.

Outcome 2.4: By 2022, states have adopted policies and institutional mechanisms for safe and informed labour migration.

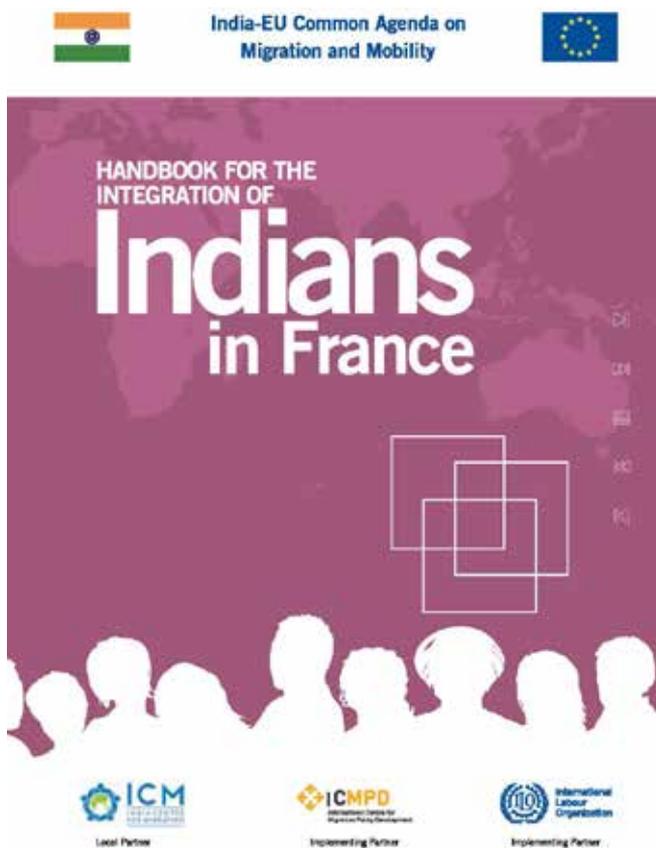
The ILO released a report "Road Map for Developing a Policy Framework for Inclusion of Internal Migrant Workers in India" with the objective to promote decent work for the internal migrants through social dialogue and tripartism and application of international labour standards. The report was shared with the Ministry of Labour and Employment and NITI Aayog. It attempts to present a comprehensive perspective of internal labour migration in the country including the implications of the COVID-19 pandemic for contribution in the design of policy responses.

ILO provided technical inputs to the National Commission for Women (NCW) in drafting of

the advisory to support migrant women and girls during COVID-19. The advisory has been issued to all the concerned ministries and state-governments.

SDG Impact

- 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- 10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.
- 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



Guidance on formal migration to EU

Further, the ILO advised the state government of Jharkhand to link the state emergency response cell with the stakeholders in the destination states to better manage return of migrants. A brief on 'Policies Related to Migrants and Unemployment in Times of Crises' was published presenting recommendations on relevant laws, policies and acceptable practices.

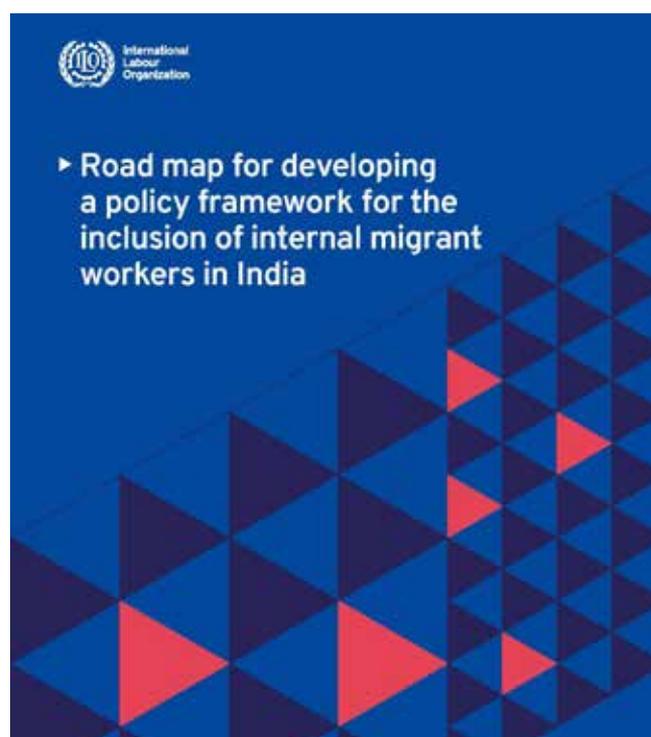
COVID-19 has impacted Indian migrants working globally with the country witnessing influx of returnees in 2020 due to loss of jobs. It also exposed their precarious employment terms and limited social security coverage. A consultation was organised by the ILO with the Ministry of External Affairs, and Protector of Emigrants (POEs) and registered recruitment agencies on 'Impact of COVID-19 on Indian Overseas Migrant Workers: Challenges to Safe Repatriation and the Way Forward' during the early onset of COVID-19 in April 2020.

To tap into the potential of international mobility for employment, the ILO facilitated a meeting between Industry (IT sector) and the European Union (EU) to gather reflections of the information technology industry in India on mobility opportunities and challenges within the EU legal migration framework,

and EU measures related to COVID-19. Similarly, a dialogue was organised on EU-India remittances corridor to assist with cost-effective flow of remittances and their development effect. The ILO published the proceedings of the seminar on 'Talent Mobility' held in 2019 along with information briefs, which focused on IT, entrepreneurship, and the automotive sector.

A study on social security agreements between India and EU Member States has been initiated to facilitate and contribute to an upcoming dialogue between India and EU. Furthermore, a study on the EU labour market has been completed and is currently being validated by EU and the Ministry of External Affairs. This study will contribute to India's understanding of the potential job opportunities for Indians in EU.

ILO in collaboration with ITC Turin is currently developing an online course for Indian policy makers on understanding EU competences in migration. Besides, a pre-departure handbook for Europe bound migrants is under development, which is expected to contribute in improving the governance of international labour migration. A 'Handbook for the Integration of Indians in France' has also been developed and published in three languages, English, Hindi and Punjabi, providing useful information on rights and resources available for arriving migrants.



Policy guidance to support internal migrant

► 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.

In India, the ILO has intensified its support to the tripartite constituents, with a view to place social dialogue at the heart of policy-making in COVID-19 responses, in line with international labour standards and drawing on best international practice.

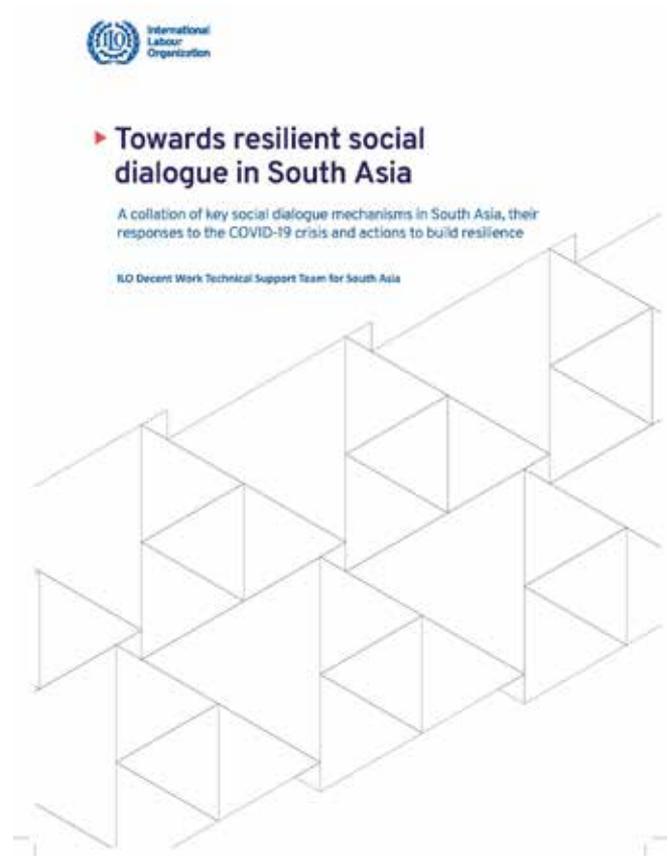
SDG Impact

- 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels.

A guideline for the establishment of an enterprise-level COVID-19 Task Force was developed to facilitate bipartite dialogue on safe and peaceful resumption of work and shared with the members of the employers and unions for its promotion and implementation. Subsequently, 30 representatives (from EBMOs and TUs) have been trained on these guidelines, in collaboration with ITC-Turin.

A report 'Towards Resilient Social Dialogue in South Asia' was published documenting tripartite social dialogue mechanisms at the centre and states, and their roles in responding to the COVID-19 crisis.

About 150 suppliers of a leading apparel brand (H&M) provided practical guidance on application



Report advising on social dialogue mechanism

of workplace cooperation and grievance handling along with the COVID-19 preventive measures at work.

A study towards "Developing Business Case for Good Industrial Relations Practices in Response to the COVID-19 Pandemic" has been initiated with the All India Organisation of Employers' (AIOE) and Employers' Federation of India (EFI), and

aims to serve as a basis for enterprises to improve their respective Industrial Relations (IR) practices. Similarly, the information brief on the status of social dialogue for the state of Karnataka has been

prepared which serves the purpose of informing future social dialogue enhancement activities in Karnataka, including convening of a Karnataka Labour Conference.

Outcome 3.2: By 2022, women and men workers and enterprises benefit from safe and healthy workplaces.

Safe return to work and COVID-19 prevention at workplaces have been a priority for the ILO. An 'ILO Action Checklist for Prevention and Mitigation of COVID-19 at Work' has been adapted in Hindi, Bengali and Tamil along with development of a video on 'COVID-19: Three Tips to Protect SME Workers' in English and Hindi, for dissemination among workers and employers.

A series of webinars on COVID-19 preventive measures were conducted for training of enterprises, including home-based workplaces in a number of states. Participating enterprises have reported improvements in their OSH practices. Some of the participating state governments have used the information from the webinar to further generate awareness OSH with enterprises.

Over 150 participants representing all constituents from the state of Kerala at the COVID-19 prevention at workplaces webinar approved of benefiting from the timely and practical inputs from the ILO.

A communication toolkit on OSH practices is underway to ensure safe return to work. Further, through a series of webinars organised by other UN agencies and development agencies, notably, WHO,

SDG Impact

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



Discussion with home-based workers on COVID-19 preventive measures Tiruppur, Tamil Nadu, India



OSH video series promoting safe return to work produced

PSI, WaterAid, GRI South Asia and others, ILO raised awareness on and COVID-19 prevention.

A participatory and action-oriented OSH training programme, WISCON (Work Improvements in Small Construction Sites), has been developed for the small construction sector. The first WISCON series of trainings was conducted in the state of Kerala, where ILO is a member of the State Advisory Committee on Construction Safety. Recently Kerala has launched the Occupational Safety and Health (OSH) training institute in October 2020. ILO will provide technical support in strengthening the capacity of this institute in improving the OSH practices in the state and will contribute towards its strengthening as well. The institute is expected to become a replicable model for other states in India.

In due course, a gender-sensitive OSH training manual for metal and garment home-based workers in Tamil Nadu and Uttar Pradesh is in progress to

ensure effective cascading of the OSH learnings to the informal economy.

COVID-19 has underpinned the need for a national OSH programme. Building on India's commitment to development of the programme made during the national OSH workshop held in Hyderabad in 2019, ILO continued to have discussions with Directorate General, Factory Advice Service and Labour Institutes (DGFASLI). ILO provided technical inputs to the study by the Maharashtra Institute of Labour Studies on labour inspection in the state of Maharashtra. The findings and key recommendations of the study were shared in a tripartite workshop held at state and national level.

Building on the national tripartite workshop held on OSH in the ship recycling industry in 2019, the ILO had follow-up discussions with the constituents in Alang, Gujarat to discuss the next steps in improving social, safety and environmental performance in the industry and advance decent work in value chains.

Outcome 3.3: By 2022, national and state social protection systems are better managed with expanded coverage and increased access.

In continuation of the work initiated in 2019, ILO provided technical support to MOLE, and Employees' Social Insurance Corporation in improving and expanding access to health care services under the Employees' Social Insurance Scheme, besides improving resource efficiency. Towards this, a technical report providing 'Recommendations for Transformative Actions for India's Employees' State Insurance (ESI): A Contribution to Universal Health Coverage' has been developed. Further, a study has been undertaken on 'Assessment of Informal Economy Workers' and Economic Units' Behaviour Regarding Health Care Insurance'. A resource document, 'Collection of Country Examples on How New Technologies, May Support Social Health Insurance for Workers and Their Families' is currently being prepared.

SDG Impact

- 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.
- 3.8: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

ILO coordinated with Gujarat State AIDS Society (GSACS) and Gujarat State Network of Positive People (GSNP+) to reach out to 4500 workers from identified economic sectors (Diamond, Textile and Transport) in five districts of Gujarat with basic HIV prevention messages. About 1,123 workers opted to undergo HIV screening intervention with informal migrant workers. For intervention with migrant workers, ILO collaborated with the Gujarat AIDS Awareness and Prevention Unit of ISRCDE (GAP-ISRCDE). In five districts of Gujarat (notably,

Ahmedabad, Gandhinagar, Aravali, Sabakantha and Kheda) community-based screening for 8054 migrants and daily wage labourers were organised at work sites.

In 78 health camps, 3116 workers underwent HIV tests and 11 workers found positive were linked to treatment. With the support of GSNP+, a tele counselling facility was provided to 1680 PLHIVs. The ILO integrated income generation activities in the ongoing HIV prevention programme to support PLHIV during COVID-19. Further the livelihood support programme for poor PLHIV was promoted through 20 self-help groups (SHG) consisting of 400 PLHIV, mostly women by imparting training to them to start small businesses. NCPI+ (National Coalition of People Living with HIV in India) helped state-level networks to form 10 SHGs and trained 200 members on manufacturing of goods, some of them had consumed by identified workplaces.

Safety kits prepared by the SHGs were provided to 290 members. ILO supported Nirman Mazdoor Sangathan (NMS), a trade union that works with migrant construction workers in Maharashtra, to organise capacity building programmes in eight different trades for 180 families of construction workers who were left without jobs for 5 months due to the COVID-related lockdown. NMS has linked the trained women to government-sponsored schemes for livelihood generation.

Way Forward

With COVID-19 onset globally in the first quarter of 2020 and with the continued threat of the pandemic, a vacuum has been created in the labour market pushing many workers and employers on the verge of income failures and to compromising on working conditions.

To arrest the risk in reversal of the progress made in realising SDG 8, the ILO in 2020 was quick to repurpose its interventions in India and globally along the lines of the ILO COVID-19 policy framework pillars: stimulating the economy and employment;

supporting enterprises, jobs and incomes; protecting workers' rights; and facilitating dialogue.

The repurposing of various programming initiatives under DWCP along with coordinated real-time support from the ILO technical teams provided the necessary edge in offering guidance on short-term policy responses, besides impetus to the emergency relief and rebuilding initiatives of social partners.

ILO facilitated constituents to adopt innovative solutions and broad-based and expanded services to ensure their goal of 'leave no one behind, through the process of social dialogue and in adherence to international labour standards'.

Concerted efforts are on to strengthen workers' and employers' organisations representativeness and collectivisation of the voice and concerns of their members and non-members, notably, those in the informal economy or at the risk of informalisation.

The current crisis has yet again underscored the importance of social dialogue and tripartism to arrive at a win-win solution for both workers and employers. The ILO reinforced and reiterated this as the underlying foundation for sustainable and inclusive recovery, during various policy dialogues with the state and central government.

In moving forward, ILO will specifically focus on the following areas to accelerate recovery and rebuilding, within the overall DWCP framework. The implementation approach will continue its alignment to and contribution in the realisation of the commitments envisaged in the Centenary Declaration adopted by the ILO constituents for a better future of work.

- Evidence-based research, assessment of policy frameworks and sharing of global practices in filling information gaps for strengthening policy designs and monitoring of policy measures, to support demand-led employment strategy for recovery of jobs and income, alongside widening of social protection coverage, access to lifelong learning opportunities and employment retention measures.

- Support sectoral policies by keeping at its core the most hard-hit sectors, health and social care sectors, public emergency services, essential infrastructure, utilities and education. Develop and locally adapt ILO sector-specific technical tools, guidelines and initiatives to meet the emerging challenges consequent to COVID-19-related market disruptions.
- Provide guidance in restoring a conducive business environment and reinvigorating productivity growth along with strengthening of the labour governance system in the state and center through social dialogue process. Tailored support will need to be given to workers and employers in the informal economy, in particular, home-based workers.
- Guidance on implementation of adequate sector-specific health and safety measures, improved, improved coverage and access to social protection measures, and facilitate innovative on adapting work arrangements to allow teleworking, preventing discrimination and exclusion, eliminate unacceptable forms of work, providing access to healthcare and paid leave, and arranging for food and social services to the most vulnerable.
- Training and capacity building of ILO constituents in knowledge management and policy analysis.
- Promote gender equality and establish enablers to enhance women participation in labour force through provision of adequate policy and infrastructural support measures, in particular, on care responsibilities.
- Localisation of intervention strategies including strengthening capacity of local institutions in states and adoption of convergence models. Adopt the demands of new normal, seeking the optimal blend of physical and virtual delivery of the programme to maximise effectiveness, efficiency and impact.

ILO and its constituents are aware of the long road to recovery from the pandemic. Nonetheless, keeping their goals at the center, they are wholly committed to transforming the future of work in India.

► Annexure I: List of ILO Projects Funded by Development Cooperation Partners

PRIORITY I	Promote, adopt and implement international labour standards for protection of workers from unacceptable forms of work	Outputs	ILO Projects funded by Development Cooperation partners
Outcome 1.1	By 2022, institutional capacities of constituents strengthened for application of International Labour Standards, and to protect workers from unacceptable forms of work.	1.1.1 Constituents prioritised ratification of the fundamental ILO conventions and developed mechanisms for ratification of other relevant International Labour Standards.	
		1.1.2: Constituents promoted application of ratified conventions and other relevant standards including monitoring and enforcement of laws and regulations.	
		1.1.3: Constituents engaged in preparation, adoption, reporting and review of any new standard(s) including discrimination and violence against women and men in the world of work.	

<p>Outcome 1.2</p>	<p>By 2022, regulatory and policy frameworks revised or formulated to protect women and men workers, especially in vulnerable situations from unacceptable forms of work.</p>	<p>1.2.1: Gender responsive policies, regulations or strategies formulated to protect workers in high-risk sectors from unacceptable forms of work at national and state-level.</p>	<p>Project Name (Global): Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East -Phase II (Donor: Foreign, Commonwealth and Development Office (FCDO), Period: 2018-23).</p> <p>Project Brief: The overall development objective of the regional programme is to reduce vulnerability to forced labour of women and girls. The programme is implemented in Bangladesh, India, Nepal, Jordan, Lebanon and focuses on garment and domestic workers. The programme builds on the capacity of key stakeholders, including the public and private sector actors, international organisations and the collective voice of workers themselves to improve conditions, practices and policies for informed migration and decent work in destination countries/states.</p>
		<p>1.2.2: Child Labour prevention and elimination policies and strategies developed and implemented in alignment with C138 and C182.</p>	<p>Project Name (Regional): Child Labour Programme in Asia (Period: 2019-23, Donor: FCDO)</p> <p>Project Brief: To reduce vulnerability to child labour and enhance protection of children from exploitation in Afghanistan, Bangladesh, India, Nepal, Myanmar and Pakistan to contribute to the eradication of child labour, particularly its worst forms.</p>
		<p>1.2.3: Constituents developed evidence-based national and state-level strategies to advance realisation of fundamental rights of workers in the supply chain in specific sectors and occupations.</p>	<p>Project Name: MAP 16 Measurement, awareness-raising and policy engagement to accelerate action against child labour and forced labour (Donor: USDOL, Period: 2018-21).</p> <p>Project Brief: The project contributes to the promotion of decent work in India by promoting accelerated action by stakeholders for the elimination of child labour through targeted interventions at the national, state and local levels. The project will pilot implementation in the states of Chhattisgarh, Bihar and Uttar Pradesh.</p> <p>Project Name: Promoting Fundamental Principles and Rights at Work (FPRW) in the Cotton Supply Chain (Period: 2018-21, Donor: INDITEX).</p> <p>Project Brief: (India component) The project will contribute to improving the knowledge base on FPRW in the cotton supply chain; capacity building for enhanced respect for FPRW in cotton growing communities and social dialogue and engagement on FPRW at the cotton growing level.</p>

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	Outputs	Donor funded projects (non-core funded ILO interventions)
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.	<p>2.1.1: Constituents developed, implemented and monitored national and state-specific employment policies, especially for women and youth, with focus on ILS, environmental sustainability and formalisation.</p> <p>2.1.2: Wage policy frameworks and tripartite/bipartite wage determination mechanisms developed or revised at national, state and sectoral level, and strategy adopted to improve gender pay equity.</p> <p>2.1.3: National framework for integrated Labour Market Information (LMI) systems developed, and definitions and data collection methods aligned to international standards.</p>	<p>Project Name (Centralised/ Global): Paving the way for sustainable development of natural stone industry – (Donor: Flanders, Period: 2019-2021).</p> <p>Project Brief: Develop a strategy or policy framework to pave the way for a globally competitive and sustainable natural stone industry in India, paying particular attention to the situation of women and youth.</p>

		2.1.4: Common framework on definition and measurement of informality developed and inter-ministerial coordinated strategies on formalisation designed.	
Outcome 2.2	By 2022, states have adopted multi-pronged skill development strategies and have improved quality and coverage of skill and employment services.	2.2.1: Evidence-based skill needs assessment and gap analysis conducted in key labour-intensive sectors and states.	<p>Project Name (Centralised/Global): Apprenticeship models and strategies (Donor: Flanders, Period: 2020-2022).</p> <p>Project Brief: To generate new ideas and policy options to modernise apprenticeships for meeting the challenges of a rapidly changing world of work. The project will explore how apprenticeship systems are being modernised to promote lifelong learning and decent work that allows youth and adults to participate effectively in work-based learning schemes like apprenticeships to acquire new skills and update existing ones, thereby facilitating their access to and transitions in the labour market.</p>
		2.2.2: Skill initiatives under various states and ministries aligned to national skills, qualifications and assurance frameworks (NSQF and NSQAF) and are gender-responsive.	
		2.2.3: National strategies on school to work transition, recognition of prior learning (RPL) and employment services reviewed and revised.	
Outcome 2.3	By 2022, states have institutionalised measures that promote sustainable enterprises and transition to formalisation.	2.3.1: MSMEs and MNEs/lead buyers trained and equipped to adopt responsible management practices.	<p>Project Name: Promoting Sustainable Enterprises in India /PSEI (Donor: KOICA, Period: 2021-2023).</p> <p>Project Brief: The main objective of the Project is to build an environment allowing Indian MSMEs to sustainably integrate in the global supply chain in alignment to Decent Work (DW) Agenda, and generate more and better quality jobs.</p>
			<p>Project Name: Towards fair and sustainable global supply chains: promoting formalisation and decent work for invisible workers for South Asia (Donor: Government of Japan, Period: 2017-2021).</p>

		<p>2.3.2: States adopted value chain led growth models and developed institutional capacity on systematic business assessment and delivery of MSME development services including entrepreneurship.</p>	<p>Project Brief: To contribute to the development of ethical and sustainable global supply chains where all those engaged in global supply chains, especially those towards the lower tiers of supply chains such as home-based workers, subcontractors, and medium and small enterprises in the informal economy enjoy decent work in South Asia.</p> <p>Project Name: Enhancing knowledge and capacity for improved agriculture insurance (Donor: Ford Foundation, India, Period: May 2017 – July 2021).</p> <p>Project Brief: Through this partnership with the Ford Foundation, the project will improve the understanding and implementation of insurance services and appropriate outreach mechanisms for farmers and farm workers to access government insurance programmes. The focus is on creating awareness, linking with insurance companies, enhancing understanding of processes for enrolments and loss assessment.</p>
<p>Outcome 2.4</p>	<p>By 2022, states have adopted policies and institutional mechanisms for safe and informed labour migration.</p>	<p>2.4.1: Evidence-based, gender- responsive international labour migration policies formulated, in line with ILS.</p> <p>2.4.2: Constituents equipped for engagement in international labour migration discourses and provided guidance on establishing institutional and governance mechanisms.</p>	<p>Project Name (Regional, Multi-Agency): Governance of Labour Migration in South and South East Asia (GOALS), (Donor - Swiss Agency for Development and Cooperation (SDC), Period: August 1, 2020 – July 31, 2023).</p> <p>Project Brief: GOALS programme is aimed at ensuring labour migration is safe, orderly and regular for all women and men from Colombo Process Member States through strengthened collaboration and effective migration governance.</p> <p>Project Name: EU-India Cooperation and Dialogue on Migration and Mobility (EU-CAMM), (Donor – EU, Period: 2017–2021).</p> <p>Project Brief: To contribute to better governance of mobility and migration between the EU and India, as well as to prevent and combat irregular migratory flows. Specific objectives are to strengthen migration and mobility dialogue and cooperation between the EU and India through support to the EU-India High Level Dialogue on Migration and Mobility (HLDMM) and the implementation of the Common Agenda on Migration and Mobility (CAMM).</p>

<p>PRIORITY 3</p>	<p>Tripartite mechanisms work better for protecting rights of workers through promoting labour administration, occupational safety and health (OSH) and social protection.</p>	<p>Outputs</p>	<p>Donor funded projects (non-core funded ILO interventions)</p>
<p>Outcome 3.1</p>	<p>By 2022, effective social dialogue and labour administration systems operational to support improved industrial relations.</p>	<p>3.1.1: Research reports, including recommendations to strengthen social dialogue mechanisms, at national level for at least three states, in line with the 2018 ILC Recurrent Discussion Action Plan produced in consultation with the tripartite constituencies.</p> <p>3.1.2: Research reports, including recommendations to strengthen labour dispute resolution systems produced in consultation with the tripartite constituencies.</p>	

<p>Outcome 3.2</p>	<p>By 2022, women and men workers and enterprises benefit from safe and healthy workplaces.</p>	<p>3.2.1: National OSH programme developed in line with the recommendations of the National OSH profile referring to C155 (Occupational Safety and Health), C.187 (Promotional Framework on OSH) and gender equality principles.</p> <p>3.2.2: Safety and health improved in workplaces using ILO tools.</p>	<p>Project Name (Regional): Safety and health for all plantation workers in South Asia with a focus on tea sector (Donor: Government of Japan, Period: 2020-22).</p> <p>Project Brief: The target countries identified for the project are India, Nepal and Sri Lanka. The project will be implemented on the principles of the ILO's Flagship programme Safety and Health for All and will contribute towards reduction of occupational injuries and diseases in the tea plantation sector. The levels of intervention will span across enterprises or workplaces of the tea plantation sector, national and sub-regional institutions, and their mechanisms and processes.</p>
<p>Outcome 3.3</p>	<p>By 2022, national and state social protection systems are better managed with expanded coverage and increased access.</p>	<p>3.3.1: Social protection policies or legal frameworks adopted or revised for extended coverage or enhanced benefits, in line with social security standards.</p> <p>3.3.2: Measures undertaken to ensure access to social protection benefits for workers in specific sectors, including migrants and people living with HIV (PLHIV).</p> <p>3.3.3: Constituents adopted and implemented measures for social protection advocacy, awareness and education.</p>	<p>Project Name: Technical support to ESIS for improving and expanding access to healthcare services in India (Health Financing) – A transition to formality (Period: 2019 – 2021, Donor: Bill and Melinda Gates Foundation).</p> <p>Project Brief: This project of initially 18 months, extended to 30 months, will contribute to improving access to healthcare services in India. It will realise the assessment of the Employees' State Insurance Scheme (ESIS) that is the largest contributory social health insurance scheme in the country. It will then support the development of a strategic plan to improve the services provided by the scheme to its beneficiaries and the design of an intervention to extend its coverage to more workers, notably to those in the informal economy with a capacity to contribute. Efforts to strengthening the scheme and expand its coverage will benefit from lessons learned from international experiences, including through knowledge sharing and mutual learning activities between Indian stakeholders and those engaged in similar activities in other parts of the world.</p> <p>Project Name: Joint Plan for AIDS in India (Donor: UBRAF, Period: 2018-21).</p> <p>Project Brief: Joint UN Action on HIV/AIDS in the state of Gujarat: Seven UN agencies supported through the UNAIDS –UBRAF funds, provide technical assistance to the Department of Health, Government of Gujarat, as per their mandate. ILO is strengthening the world of work response to HIV in the state through promotion of HIV services and protection of rights of workers living with HIV.</p>

			<p>Project Name: Strengthening tripartite response for formulating and implementing a social security framework in India (Donor: Government of Japan, Period: 2018-2021).</p> <p>Project Brief: The project will focus on providing technical assistance to the Ministry of Labour and Employment, employers and workers organisations; state governments to review, revise and finalise the draft social security code. This forms the basis for universalizing provision for social security for workers in the formal and informal sector.</p>
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► Annexure II - List of Publications 2020

Sr. No.	Report / Working Paper	Author	Month and Year	Published - Web/Print	Weblink
1	Centenary Visibility Report 2019	ILO	January 2020	Web	https://bit.ly/3sD3iuD
2	ILO and India, Chronicles of the Shared Journey 1919:2019	ILO	January 2020	Web and Print	https://bit.ly/3b0DcMj
3	Short-Term Policy Responses to COVID-19 in the World of Work	ILO	March 2020	Web	https://bit.ly/2ObF2AQ
4	Guidelines for the Establishment of an Enterprise-Level COVID-19 Task Force	ILO	April 2020	Web	https://bit.ly/37WppV7
5	Worker Centres from a Fundamental Principles and Rights at Work Lens	ILO	May 2020	Web	https://bit.ly/3sEki3X
6	Policy Brief on Policies Related to Migrants and Unemployment in Times of Crisis	ILO	June 2020	Web	http://bit.ly/3bPzkNc
7	COVID-19 in India: Labour Market Measures Taken by the Central and State Governments	ILO	June 2020	Web	https://bit.ly/3r5YHRm
8	India - Rapid Assessment of the Impact of the COVID-19 Crisis on Employment	ILO	June 2020	Web	https://bit.ly/2ZZubwA
9	The Economic Contribution of Indian Migrants to the EU -Two Sector Case Studies	ILO, ICM, ICMPD	July 2020	Web	https://bit.ly/2ZWUe7F
10	Handbook for the Integration of Indians in France	ILO, ICM, ICMPD	July 2020	Web	https://bit.ly/2Oc2XjF
11	Discussion Paper: Wage Code and Rules – Will they Improve the Welfare of Low-Paid Workers in India?	ILO	August 2020	Web	https://bit.ly/37VAw0r
12	Towards Resilient Social Dialogue in South Asia	ILO	October 2020	Web	https://bit.ly/2O2Bilj
13	Road map for Development of Policy Framework for the Inclusion of Internal Migrant Workers in India	ILO	December 2020	Web	http://bit.ly/3dTZPnm



International
Labour
Organization

INTERNATIONAL LABOUR ORGANIZATION

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