

Tripartite Dialogue on Global Call to Action for a human-centered recovery from COVID-19 crisis in the context of India

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Date: Friday / 10 / December / 2021

▶ ILO Centenary Declaration for the Future of Work, 2019

Changing world of work:

- ▶ Technological innovation
 - ▶ Demographic shifts
 - ▶ Climate change
 - ▶ Globalization
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- ▶ A **Human-Centred Approach** for the Future of Work crucial for shared prosperity and decent work for all

Investment in:

- ▶ People's capabilities
- ▶ Institutions of work
- ▶ Critical role of International Labour Standards and of Social Dialogue in advancing decent and sustainable work for all



▶ India: World of work response to COVID-19

- ▶ Economic and social recovery through **stimulus packages** for sustainability of businesses and jobs
- ▶ EOs and TUs provided inputs to **policy response** and extended **direct action**.
- ▶ Guidelines to promote **OSH measures** to prevent spreading of COVID-19 at the workplace.
- ▶ **EOs:** New membership strategies and setting up new services; studies on ramifications on internal migration in India; impact of working from home on Women Executives and Managers.
- ▶ **TUs:** Guidelines on COVID-19 interventions based on evidence; strengthening bipartite relations at the workplace; Setting up Workers Information and Support Centres



Not just a health crisis. Photo: Arun Sankar/AFP

Dedicated portal on COVID-19: <https://ilo.org/covid19>

Re-purposing ILO Programmes

- ▶ **Safe return to workplace**; Social partners, especially engaged in MSMEs, including home-based workers, capacitated on COVID-19 preventive measures
- ▶ An ILO **business programme** went online to help small-scale entrepreneurs get businesses up and running
- ▶ Integration of COVID-19 and HIV-TB messaging for **migrant workers** in Gujarat
- ▶ Road map for development of **policy framework** for the inclusion of **internal migrant workers**
- ▶ Exchanges between UN agencies, social partners; enabling organizations to re-purpose their programmes accommodating the impact of COVID-19
- ▶ Over **10,000 young entrepreneurs** trained under ILO/UNV programme



▶ A CASE: 'ONE FLOUR MILL' - Supporting resilience during COVID-19

Krishnakumari, Kerala

“I undertook a quick survey to identify business opportunity. I found that there is no flour mill in nearly four km radius of our village. I knew that people wanted fresh flour delivered to their home during lockdown and saw this as an opportunity. I invested a partial sum, prepared a business plan and loaned remaining amount from the bank to buy machinery”

- ▶ Technology Management Development Programme (TMDP), under Industries Department of Government of Kerala and Prime Minister Employment Generation Programme (PMEGP), offers the ILO's **Start and Improve Your Business (SIYB)** curriculum
- ▶ She now has one staff member and earns a stable income of Rs 1500 per day



Krishnakumari, Kerala

▶ Global call to action for a human-centred recovery from COVID-19

Call to Action unanimously adopted by the constituents in ILC in June 2021

- ▶ Aims at achieving sustainable, **inclusive and job-rich recovery** from the pandemic.
- ▶ Commits countries to work for an economic and social recovery from the crisis that is fully inclusive, **sustainable and resilient**.
- ▶ Calls for policies that prioritize the creation of **decent work** for all and **address inequalities**.

Four key areas for call to action:

- ▶ Inclusive economic growth and employment
- ▶ Protection of all workers
- ▶ Universal social protection
- ▶ Social dialogue

▶ Four key areas for CTA: Indian context

Inclusive economic growth and employment

- ▶ **Policy and regulatory framework** for growth of MSMEs and large businesses.
- ▶ Boosting productivity; setting up mechanisms for supporting innovation, research and development, capacity building on new technology.
- ▶ Developing capacities for higher level value chains and integration into global value chains.
- ▶ Promoting **female labour force** participation.
- ▶ Contributing to **green growth** (green value chain, skilling, and labour market information on green jobs)
- ▶ Youth employment and Skill Development; LMIS, digital skills and skills for the future (including in green jobs and artificial intelligence)

Social Dialogue

- ▶ Sustainable and inclusive recovery through social dialogue.
- ▶ **Revitalize social dialogue mechanism and** participatory decision making.
- ▶ Promoting Tripartism and **consensus** on key social and economic policies affecting labour, employment, productivity and economic growth.
- ▶ Capacity building for Decent work discussions at the **state level.**

▶ Four key areas for CTA: Indian context

Universal Social Protection

- ▶ Transition to formalization leading to rights based social protection.
- ▶ Advocacy and awareness generation for improving and expanding **social protection coverage** (reducing exclusion errors and ensuring simplification of processes for easier access.)
- ▶ Enabling legal and policy environment and advocacy for social protection to informal/ migrant workers.
- ▶ Provision of social protection for all the workers that contribute to the growth of the industry/business.
- ▶ Awareness raising on government schemes and supporting workers to **access** them.

Protection of all workers

- ▶ **Reducing informality**, ensuring wage security, health and safety, promoting rights at work.
- ▶ Generate evidence and access to **data** on labour and employment.
- ▶ Focus on women, youth and migrant worker.
- ▶ Advocating for **equal employment opportunities** for women, safe working conditions, work-life balance; Women in the care economy.
- ▶ Addressing **challenges** pertaining to informality, working conditions and social protection.

Creating links

National Priorities

UN SDG in India

India Decent Work Country
Programme (DWCP) 2023-27

The ILO is a custodian of Sustainable Development Goal 8 – Decent work and Economic Growth. However, the ILO's mandate cuts across all of the SDGs through its work to promote decent jobs and social justice for all.

