

Selected Country Programme Results for India 2014–2015

COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED	ILO CONTRIBUTION (OUTPUTS)
Improved policies and programmes on sustainable enterprise development and formalization	
<ul style="list-style-type: none"> > Three state governments (Andhra Pradesh, Telangana and Mizoram) and one civil society organization (Tara Livelihood Academy) integrate ILO's Start and Improve Your Business (SIYB) Programme in their own programmes; > Approximately 6,800 men and women have been trained on SIYB. 40% of those trained are women, and 47% of those trained have started their own micro enterprises. > Network of SIYB Trainers (SIYB Association of India) set up. > MoUs signed with the Ministry of Micro, Small and Medium Enterprises and between ILO and the Federation of Indian Chambers of Commerce and Industry (FICCI) to establish a National Coordination Centre for Sustaining Competitive and Responsible Enterprises (SCORE) Training Services in India. > SCORE implemented in 86 MSMEs employing 4,217 workers. SCORE training resulted in cost savings in 91% of enterprises, while defects were reduced in 64% and accidents diminished in 31% of the units. 	<ul style="list-style-type: none"> > Systematic analysis and discussion on how to integrate ILO's SIYB Programme into the existing programmes/schemes of the governments. > ILO conducted training-of-trainers (TOTs) in the State of the Department of Labour & Employment & Industrial Training. > ILO promoted SIYB among civil society organizations. > ILO trained 270 trainers on SIYB and 6 SIYB master trainers, including from ILO's employers' partner and MOLE, with training materials provided in local languages. > Knowledge and experiences shared. > Setting up of an e-SIYB network of trainers in India as a precursor to the SIYB Association of India.
Enhanced national capacity to effectively plan, design and implement public employment and investment programmes through infrastructure works	
<ul style="list-style-type: none"> > National policy framework for maintenance of rural roads adopted. 7 States in India adopted similar policies. > Farmers benefiting from maintained rural roads reported 50-60% savings in travel time to reach markets. > The Ministry of Rural Development adopted a set of training manuals on rural road maintenance for contractors and engineers, which will be rolled out in all states in India in 2016. > Performance-based maintenance contracting and community contracting introduced in four states, applying employment-intensive work methods in routine road maintenance works. GOI commences training programme to train 50,000 barefoot technicians to strengthen technical supervision of labour-intensive work sites. 	<ul style="list-style-type: none"> > Skills training programme for maintenance of rural roads conducted for road agencies and local construction firms in eight states, covering 6,500 technical staff members. > Tracking systems to quantify employment created due to improved routine maintenance practices in the states of Himachal Pradesh and Uttarakhand. > Drafted national and state level policies and prepared a maintenance management manual for rural roads. > Implementation of a contracts management system. > National occupational standards, training curricula, manuals and course programmes for training of barefoot technicians developed.
More women and men, both in the formal and informal economy, have access to social protection and improved working conditions	
<ul style="list-style-type: none"> > The government of Odisha has approved the creation of the Odisha Building and Other Construction Workers' Welfare Board (OBOWWB) to ensure social security services to members, including migrant workers in the unorganized sector. > Trade unions enrolled 152,000 workers eligible for benefits. > Awareness increased, among 30,000 domestic workers, of the minimum working conditions to which they are entitled. > Domestic workers organized and empowered using a community life competence approach. 	<ul style="list-style-type: none"> > ILO chairs the UN Task Team on Employment and Social Protection. Studies, dialogues and consultations. > Technical and financial support to the trade unions in developing strategies and activities in selected states to facilitate government and beneficiaries' access to social security benefits and to raise awareness of domestic workers' minimum working conditions.
Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations	
<ul style="list-style-type: none"> > The revised National Child Labour Programme of the Government of India was approved for funding in 2015 in India's 12th Five-Year Plan (2013-17) and Child Labour Amendment Bill revisions approved by the Cabinet in May 2015. > India has ratified the Maritime Labour Convention and is open to ratifying the ILO's Child Labour Conventions. 	<ul style="list-style-type: none"> > Technical assistance provided to tripartite constituents on various Conventions. > Draft Child Labour Monitoring, Tracking and Reporting System (CLMTRS) designed. > Guidelines for convergence and generic state-to-state protocol for migrant children. > Gap analysis and training on MLC. > Study completed on "devadas" – caste-based temple prostitution and caste sanctioned rape. > Study completed on the trafficking of indigenous domestic workers.

Contact

International Labour Organization
4, Route des Morillons
CH-1211 Geneva-22 – Switzerland

Tel: +41 22 799 7239 / Fax: +41 22 799 6668
E-mail: pardev@ilo.org
www.ilo.org/pardev

DEPARTMENT
OF PARTNERSHIPS
AND FIELD SUPPORT

JANUARY 2016

The ILO in India

India and decent work



With a projected growth rate of 7.5% in 2015-16, India's economy is outperforming other emerging markets. Nonetheless, larger challenges persist in the labour market, where outcomes have lagged behind economic trends, reflected by the period of 'jobless growth' in the 2000s. A larger issue is the creation of more productive employment and better quality jobs to facilitate the transition from informality, which dominates the economy and labour market.

Significant gains have been made in gender equality and human development. However, women's low level of labour force participation remains a challenge. Though considerable efforts have been made to ensure that India can profit from its demographic dividend, young people in India face hurdles to making a successful transition

from school to work, as many lack adequate skills and have difficulties in accessing employment opportunities.

India is a founding member of the ILO and has ratified **45 international labour Conventions and one protocol**.

Strategic framework: the Decent Work Country Programme (DWCP) aligned with national priorities

The ILO's work in India is carried out within the framework of the **Decent Work Country Programme (DWCP) for 2013-2017**, which is aligned with the country's **12th Five-Year Plan** and the **United Nations Development Action Framework** (2013-2017).

Key challenges

- Between **8 and 9 million** additional young persons will join the labour force annually between 2012 and 2022.
- **26%** of youth are neither in employment nor education.
- More than **36 million** micro, small and medium enterprises in India provide employment to over **106 million** people.



International
Labour
Organization



ILO contact

Panudda Boonpala
Director - ILO Decent Work Team for South Asia and Country Office for India

Core 4B, 3rd Floor India Habitat Centre
Lodhi Road
New Delhi-110003
Tel: +91 11 4750 9200
delhi@ilo.org

Tripartite constituents

Government: Ministry of Labour and Employment

Workers' organizations: The 12 central trade unions and their regional and state-level affiliates

Employers' organizations: The Council of Indian Employers (comprising of All India Organization of Employers, Employers' Federation of India and Standing Conference of Public Enterprises).

Find out more

ilo.org/india

The Decent Work Country Programme priorities are

- 1 Promotion of international labour standards and fundamental principles and rights at work.
- 2 Promotion of policies for job-rich and inclusive growth, especially for women, youth and disadvantaged groups.
- 3 Building a national social protection floor and strengthening workplace compliance.
- 4 Enhancing labour administration, tripartism and social dialogue at national and state levels.

Main actions and key results

Supporting inclusive policies and better labour market information

Contributing to the broader agenda of inclusive growth, the ILO has undertaken evidence-based research and consultations on key policy dimensions, namely skills, jobs, entrepreneurship and sectoral policies, linked to the Government of India's strategies such as **"Make in India"** and **"Skill India"**. An assessment of labour statistics

carried out by the ILO for the Ministry of Labour and Employment and Ministry of Statistics and Programme Implementation has been an important resource for improving the collection of data.

Based on an in-depth analysis of the skills development system in India and global good practices, the ILO has

provided technical advice on improving labour market information systems and contributed to capacity building for skills-gap assessments, most recently in Mizoram. Sector Skills Councils have benefited from ILO's experience in other countries in developing assessment practices and systems to recognise prior learning.

Promoting sustainable enterprises

The ILO contributes to India's efforts to accelerate the competitiveness and growth of the micro, small and medium enterprises (MSMEs) sector in global supply chains. In order to generate more and better quality jobs, the ILO uses global tools and methodologies to improve understanding among businesses that productivity and competitiveness are intrinsically linked to working conditions.

Through the ILO's **Start and Improve Your Business (SIYB) Programme**, **6,800 men and women** have been trained in 2014-2015 on business creation and development, and **47%** of those trained

have started their own micro-enterprises. The ILO's training product on developing cooperative relations in the workplace as a basic and necessary foundation for sustaining competitiveness (**SCORE**) was implemented in **90 MSMEs** employing **5,600 workers**. SCORE training led to cost savings in **91% of enterprises**, while defects were reduced in **64%** and accidents came down in **31%** of the units. The ILO is supporting the **Federation of Indian Chambers of Commerce and Industry (FICCI)** to establish a **National Coordination Centre for Sustaining Competitive and Responsible Enterprises**.



Promoting rural employment through infrastructure works

To support capacity development in the rural economy, the ILO has collaborated with the Ministry of Rural Development through the **National Rural Roads Development Agency (NRRDA)** to build

capacity for regular maintenance of rural roads, and with the **Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)** to train "barefoot technicians" capable of planning, organ-

izing and supervising the building and maintenance of village infrastructure works. This is contributing to better employment opportunities and access to services in rural areas.

Extending social protection coverage and improving working conditions

In 2014-15, the ILO has worked with constituents and the **UN Task Team on Employment and Social Protection** to promote the social protection floor approach in Odisha. Policy-oriented research and advocacy activities have generated support from the Government of Odisha for enhancing social protection in the state. The ILO has also

facilitated the implementation of the Construction Welfare Boards in 8 states, which resulted in the registration of **152,000 construction workers**.

The ILO has also helped raise awareness among **30,000 domestic workers** of the minimum working conditions and rights to which domestic workers are entitled.

Strengthening and modernizing labour administration

The ILO has provided technical inputs to support the Government's efforts to strengthen and modernize their labour administration machinery and labour inspectorates, at both the national and state level. In 2015, the ILO organized a tripartite national seminar on enhancing labour administration, performance and strengthening social dialogue. It also organized state level tripartite workshops in Karnataka, Maharashtra, Kerala and Tamil

Nadu on labour administration and social dialogue. A seminar on promoting the ratification of ILO conventions on occupational safety and health too was organized. At the same time, technical submissions have been provided by the ILO to the Government of India on the labour law reform agenda to promote both compliance with international labour standards and more effective labour market regulations benefiting employers and workers.

Ratifying and applying international labour standards

The ILO has worked towards reducing household vulnerability to bondage and preventing the trafficking of female migrants in a number of states, in collaboration with state governments and civil society organizations. The ILO has facilitated interventions by state governments and other stakeholders to reduce the vulnerability of inter-state

migrant workers to debt bondage and forced labour, prevent trafficking and promote safe migration.

In 2015, India ratified the **Maritime Labour Convention on Seafarers' Identity Documents** and has taken concrete steps towards the ratification of the core Conventions on child labour.



Next steps

The ILO will continue to engage with its constituents in India through key strategic entry points and partnerships in line with India's DWCP. Broader partnerships within government and with other stakeholders will be strengthened. State-level engagement will be an increasingly important vehicle for the ILO's work in India.

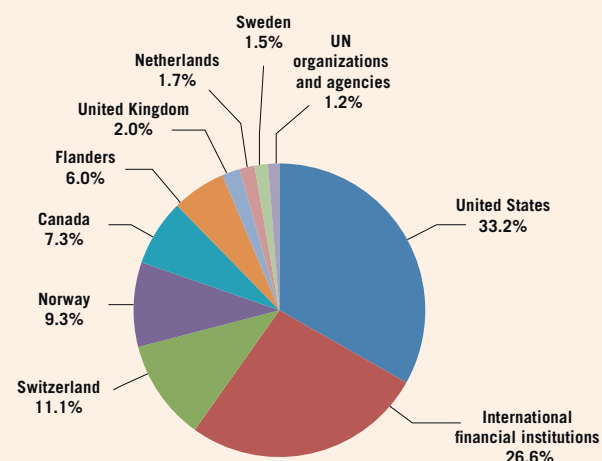
The **Decent Work Agenda** is well recognized in India and has been integrated in key government documents, including the five-year plans. The **Sustainable Development Goals** provide an opportunity to enhance future activities in India with ILO partners.



Partnerships for decent work

The ILO's work in India is built on a strong relationship with the Government of India and the social partners. ILO has developed partnerships with a range of stakeholders, such as the UN Country Team, bilateral and multilateral resource partners, research institutes (Institute for Human Development, National Council of Applied Economic Research, VV Giri National Labour Institute) and research networks (SARNET), and civil society organizations, including Development Alternatives/Tara Livelihoods Academy, Prayas, B-Able, the Association of Lady Entrepreneurs of Andhra Pradesh. Migrant Forum Asia, and the International Domestic Workers Network. Also, in a unique partnership, the Government of India has provided resources to the ILO from a World Bank loan, on a direct single-source basis, for technical assistance on sustainable rural roads maintenance systems in eight States.

Major ILO resource partners in India (2012-2015)



THE ILO AND DECENT WORK — A MANDATE FOR PEACE AND SOCIAL JUSTICE

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting decent work for all women and men. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

GOOD PRACTICE: DECENT WORK FOR RURAL ROADS MAINTENANCE

The **Pradhan Mantri Gram Sadak Yojana (PMGSY)** is a nationwide plan to provide good all-weather road connectivity to remote villages. It has played a major role in improving access to markets and essential services for people living in rural India. Under PMGSY, the ILO has supported efforts to build the technical and managerial capacities needed for the proper maintenance of rural roads in 8 states. This partnership has resulted in the training of 6,500 engineers and contractors and the development of innovative contract models for maintenance of roads, which involve engaging small contractors and local communities to carry out day-to-day maintenance of the rural roads network. As a next step, the Ministry of Rural Development will replicate this approach across the country.