



As the world of work is striving to build forward better from the pandemic, **Ms Shahra Razavi, Director, Social Protection Department**, from the International Labour Organization's Headquarters in Geneva visited India in April. During her visit Ms Razavi met the ILO tripartite constituents, including the MOLE and its institutions, the UN Resident Coordinator for India and Development Partners. She also participated in the 62nd Annual Conference of the **Indian Society of Labour Economics (ISLE)** held at IIT-Roorkee and delivered the keynote address on **Universal Social Protection**. Ms Razavi met with **Shri Sunil Barthwal**, Secretary, Ministry of Labour and Employment to exchange views on India's ongoing efforts in expanding social protection coverage, particularly to the informal workers. They also agreed on the central role of social protection in advancing the [human-centred recovery](#) from COVID-19 in line with the UN's Global Call to Action as well as recurrent discussions in the International Labour Conference.

Ms Razavi held meetings with the Director General of **Employees' State Insurance Corporation (ESIC) Mr Mukhmeet S Bhatia** and **Employees' Provident Fund Organization (EPFO) Commissioner Ms Neelam Shami Rao**. During consultations with the ILO's social partners representing the workers' and employers' organizations, she learnt of their views on recent developments in the country, while informing them of the ILO's global efforts in promoting social protection. Her mission contributed to the deepening of ILO's engagement and development cooperation with social partners in India.

Promoting Decent Work In India

March to April

2022

Highlights

- ▶ Held Strategy Planning Workshop with Trade Unions. **Mr Andre Maria Helena**, Director ACTRAV and **Mr Ariel B Castro**, Desk Officer ACTRAV oriented participants on ACTRAV's priorities for achieving the present biennium's outcomes and highlighted the global context of the World of Work which contributed to updating knowledge about the ILO and ACTRAV's work. A follow-up meeting with the trade union platform helped finalize the 2022-23 biennium work plan, identifying the ILO support to trade unions' priorities.



- ▶ Supported the **62nd Annual ISLE Conference** at IIT Roorkee where **Ms Dagmar Walter**, Director, ILO DWT/CO-New Delhi delivered the valedictory address. The office participated in the panel on women's working conditions. The conference's themes encapsulated decent work, which will motivate further research for evidence-based policy making in India.



- ▶ As part of the **Azadi Ka Amrit Mahotsav** celebrations by the Ministry of Labour and Employment and National Labour Institute, organized the "**International Webinar on New Forms of Employment with reference to Gig and Platform Working in the BRICS and Global South**" with VV Giri National Labour Institute in collaboration with BRICS Network of Labour Research Institutes, ITC-ILO. The Ministry of Labour and Employment Secretary **Shri Sunil Barthawal** delivered the inaugural address.



- ▶ Met Additional Secretary, Ministry of Textiles, **Mr Vijoy Kumar Singh**, on policies and initiatives to promote the **Textiles and Apparel sector**, particularly focusing on state-center and inter-ministerial coordination. Briefed the Ministry about the Decent Work Country Programme (DWCP) and Outcome 2.3 on **Promotion of Sustainable Enterprises and Formalization**, along with our technical support in promoting decent work in the textiles and garment sector globally and in India.



- ▶ Participated in Vishwakarma Rashtriya Puraskar National Safety Awards Ceremony and presented at the National Conference on “**Occupational Safety and Health in Construction Safety**” and the Workshop on “**Occupational Safety and Health in Dock Work**” at the National Safety Week, hosted by the Ministry of Labour and Employment / Directorate General Factory Advice Service and Labour Institutes (DGFASLI).

Knowledge Resources

Accessing medical benefits under ESI Scheme: A demand-side perspective



brings comprehensive primary evidence from four Indian states and a secondary data analysis to identify incentives and obstacles faced by beneficiaries in accessing the Employees' State Insurance Scheme (ESIS) services.

The Care at work: Investing in care leave and services for a more gender equal world of work



report found 649 million women to have inadequate maternity protection. It offers a global overview of national laws, policies, and practices on care, including maternity, paternity, parental, child and long-term care.

Enhancing social dialogue towards a culture of safety and health: What have we learned from the COVID-19 crisis?



finds social dialogue played a vital role in addressing the complex situation of the COVID-19 pandemic at all levels, from the national to the workplace level.

In the Media

- ▶ Getting serious about supporting the care economy – *OpEd by Ms Dagmar Walter*
- ▶ Social dialogue for safe workplaces – *OpEd by Ms Dagmar Walter*
- ▶ Gradual shift from informal to formal for MSMEs – *Ms Dagmar Walter quoted*
- ▶ Cooperative Sector Key to Aatmanirbhar Bharat
- ▶ With Less Than 1% Allocation In GDP, India's 'Care Economy' Needs Care
- ▶ Work from home: Understanding the gaps in India's regulatory framework
- ▶ Don't delay the passage of the anti-trafficking bill 2021
- ▶ International Women's Day | Working women too, with a dream of good childcare
- ▶ Inclusion Of Persons With Disabilities In The Workforce Can Increase GDP By 3-7%: ILO
- ▶ Investment in care services can generate 234 million jobs for women by 2035, says ILO
- ▶ Apple launches \$50 million Supplier Employee Development Fund
- ▶ Enabling the Green Transition to be a Just Transition

Main Activities in line with the India Decent Work Country Programme (DWCP 2018-2022)

Priority 1: Promote, adopt and implement international labour standards for protection of workers from unacceptable forms of work

- ▶ Organized a meeting with AIOE and EFI on decent work for domestic workers. The representatives expressed their willingness to participate in activities for advancing decent working conditions for domestic workers. The meeting touched upon the previous discussions with EOs, an overview of the [Domestic Workers Convention \(No. 189\)](#) and [Recommendation on Domestic Work, 2011 \(No. 201\)](#) and **Occupational Safety and Health Concerns of Employers and Domestic Workers**, respectively.

- ▶ The [MAP16](#) project and Prayas JAC organized a Convergence Meeting of stakeholders for **Prevention, Protection and Rehabilitation of Child Labour** in Bihar's Jamui and Nawada districts. **Mr Devesh Kumar**, Additional District and Sessions Judge-cum- Secretary, DLSA was the chief guest. Blocks were selected for implementing activities in consultation with the stakeholders and community mobilizers were oriented on linking families from the blocks in Jamui under the project.

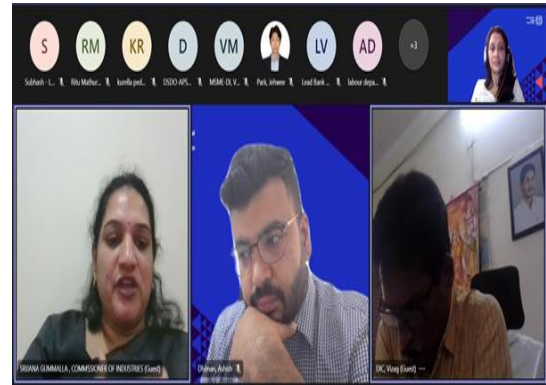


- ▶ The MAP16 project and Indian Association of Women's Studies (IAWS) organized a two-day **workshop** on [Fundamental Principles and Rights at Work \(FPRW\)](#) for students and researchers of Women's Studies Centres associated with gender and labour issues. Fundamental Principles and Rights at Work, [C190](#), and [social dialogue](#) were touched upon, along with sharing the [Work in Freedom](#) project's work in India. University students deliberated on the key themes: FPRW, C 190, Gender and Labour Codes in India and Micro-case studies on informality.



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

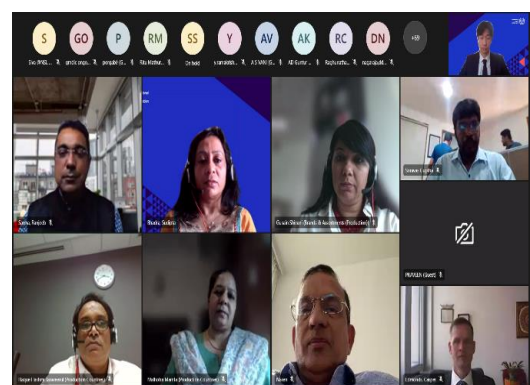
- ▶ Held the first **district-level sectoral steering committee meeting** to promote the development of the food processing, garments, and textiles sector in Vishakapatnam. The committee, which includes representation from six state departments, banks, industry associations and worker organizations, was set up through a **directive by the Special Chief Secretary** following a recommendation by the PSEI project to the State to promote an integrated approach and establish a tripartite dialogue mechanism for promoting sustainable enterprises in the sectors.



- ▶ Arranged a meeting with Workers' Information and Support Centres (WISCs) to extend support under the scope of **Promoting Rights and Social Inclusion Through Organization and Formalization (PRS)** and **Strengthening Integrated Policy Framework for Formalization and Decent Work (STRIDE)** projects. State coordinators from all four WISCs attended with their volunteers. The project's technical officer joined to deliberate how PRS-STRIDE may support various activities and objectives of WISCs.



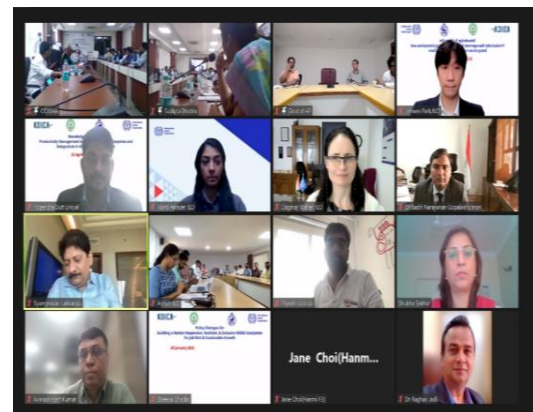
- ▶ Organized the '**Productivity management in garments sector and sustainable integration in global supply chain**' knowledge building workshop for apparel MSMEs in Andhra Pradesh and Odisha. Corporates shared trends in the apparel market and information on their responsible sourcing practices. **Mr Casper Edmonds**, SECTOR, HQ presented an analysis on the sector's future. **Mr Narendra Kumar Goenka**, Chairman, Apparel Export Promotion Council guided the participating apparel MSMEs on market access. Participants were introduced to the SCORE training.



- ▶ Organized a [Multistakeholder Consultation on Cooperatives in India: Performance & Challenges](#) in collaboration with Confederation of Indian Industry (CII) and Institute of Rural Management, Anand (IRMA). The importance of Cooperatives in India's development journey was highlighted, and the ILO moderated a high-level panel on the policy frameworks for the state and centre.



- ▶ The PSEI project hosted the '[Productivity management in food processing enterprises and integration in global supply chain](#)' knowledge building workshop to orient food processing MSMEs, food processors and district industry officials in Andhra Pradesh and Odisha on market needs and responsible management practices. **Dr Badri Narayanan Gopalakrishnan**, Lead Advisor, NITI Aayog stressed upon the need for export preparedness and alignment of management practices to international standards proactively. Corporates provided an overview of trends in the food processing market, shared information on sourcing practices, and how responsible management practices are key considerations to engage with suppliers. **Mr Karakel Valaven**, Special Chief Secretary-Industries, State Government of Andhra Pradesh; **Mr Sadique Alam**, Director-Industries on behalf of Secretary MSME, State Government of Odisha shared the way forward.



- ▶ Organized the '[Apprenticeship in India: Country Strategy](#)' Innovation Bootcamp with the **Ministry of Skill Development and Entrepreneurship** to discuss the strategy for Apprenticeship considering the [ADULT](#) research process and optimizing system development alignment to the main national strategic documents and on-going processes. The bootcamp's objectives were:



(i) To deliberate on the recommendations provided in the ADULT country research report on apprenticeship, (ii) Present selected global practices relevant for Indian apprenticeship and (iii) Contribute to shaping the national strategy for Apprenticeship 2030. **Mr Ashwani Aggarwal**, Team Leader for the Work Group (WBL), Apprenticeships and RPL, ILO HQ Geneva joined the Bootcamp. MSDE noted the ideas and recommendations generated and shared their interest to strengthen the cooperation with the ILO on a pilot on informal apprenticeship as well as in learning and sharing good practices on apprenticeships with middle- and low-income countries.

Priority 3: Tripartite mechanisms work better for protecting rights of workers through promoting labour administration, occupational safety, and health (OSH) and social protection

- ▶ The ILO-ESIC project launched its report **“Assessing Health Benefits under ESI Scheme: A Demand-side Perspective”**, based on primary evidence from Jharkhand, Haryana, Tamil Nadu, and Rajasthan. **Mr Mukhmeet S Bhatia**, DG, ESIC acknowledged the study would help understand health care services better and emphasized on the need for improving medical services. **Dr Sakthivel Selvaraj** (Director, Health Economics, Financing and Policy, PHFI), the report’s lead author, presented key findings. **Dr RK Kataria**, Medical Commissioner (Ayush), ESIC, presented initiatives for improving service availability and access for beneficiaries.



- ▶ **Mr Ariel B Castro, Desk Officer, ACTRAV** visited the WISC in Delhi. The WISC shared the actions they undertook during the COVID-19 pandemic's waves to help workers, by way of distributing food and medicines and how they helped workers avail benefits of the various central and state government schemes.



- ▶ Conducted the **Work Improvements in Small Enterprises (WISE) training programme** on workplace improvement in Kerala, which was inaugurated by the **State Hon'ble Labour Minister Shri V Sivankutty** at the Kerala OSH Training Institute, Ernakulam. Visited enterprises dealing with the manufacturing sector and the National Safety Council to understand their functioning. On **World Day for Safety and Health at Workplace**, the Kerala government organized a hybrid Safety Conclave, opened by the **State Labour Secretary Ms Mini Antony**. Senior government officials, workers, employers, and academicians joined in. ILO participate in the conclave and spoke on **“Act together to build a positive safety and health culture”**.



- ▶ Participated in a workshop by VGNLI on **“Understanding social security in the context of future of work and new forms of work”** and presented on the **“New forms of work and social protection – Understanding the global scenario and best practices”**.