

**INTERNATIONAL COOPERATION**

## INTERNATIONAL LABOUR CONFERENCE

22.1 The 91<sup>st</sup> Session of the International Labour Conference was held in Geneva during 3<sup>rd</sup> to 20<sup>th</sup> June 2003. As per the tradition and practice, the Hon'ble Union Labour Minister, Dr. Sahib Singh and the then Hon'ble Minister of State, Shri. Santosh Gangwar led a tripartite delegation consisting of representatives from Government, employers' and workers' organisations to the Conference. The employers' organisation was represented by SCOPE, EFI, AIOE, CIE, PHD CC, CII, and LUB whereas the workers side was represented by BMS, INTUC, HMS, AITUC, and UTUC-LS. A team from the Permanent Mission of India, Geneva also joined the Indian Delegation. The main issues, which came up for the discussion, related to:

- I.(a) Reports of the Chairperson of the Governing Body and of the Director-General.
- (b) Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.
- II. Programme and Budget proposals for 2004-05 and other questions.
- III. Information and reports on the application of Conventions and Recommendations.
- IV. Human resources training and development – Revision of the Human Resources Development Recommendation, 1975 (No.150) (standard setting, first discussion).
- V. The scope of the employment relationship (general discussion).
- VI. ILO standards-related activities in the area of occupational safety and health: An in-depth study for discussion with a view to the elaboration of a plan of action for such activities (general discussion based on an integrated approach).
- VII. Improved security of seafarers' identification (standard setting, single discussion, with a view to the adoption of a Protocol or other instrument).

22.2 On the Director-General's Report on 'Working out of Poverty', the Hon'ble Labour Minister, Dr. Sahib Singh asserted that there should not be any discrimination on the basis of race, creed, religion and geographical division. He suggested setting up an International Skill Development Fund under the umbrella of the ILO as an essential element of the strategy to eliminate poverty so as to help poor countries to venture into large-scale skill training activities and improve their competitiveness.

22.3 Meetings of the Labour Ministers of the Asia and the Pacific countries and the Labour Ministers of Non-Aligned Movement countries also took place during the Conference. In the meeting of the Labour Ministers of the Asia and the Pacific countries, the Hon'ble Labour Minister stressed that an active labour market policy designed to help young people should be formulated as an integral part of the economic and social policies of governments. He also stressed the need for the free movement of youth across national boundaries in order to tackle the problem of youth unemployment in the region. In the Labour Ministers of Non-Aligned Movement countries meeting, the Hon'ble Labour Minister asserted that competition in the domestic industry has increased and therefore, the need to take adequate steps to reduce the ill effects of globalisation, particularly on the domestic economy was very essential.

22.4 During the deliberation on the Global Report titled 'Time for Equality at Work', the then Hon'ble Minister of State, Shri Santosh Gangwar emphasized that the workplace was a strategic entry point to eliminate discrimination. As there exists a strong co-relation between

poverty and discrimination, he suggested the adoption of a viable poverty reduction strategy to attack the vicious circle of poverty and the multiple facets of discrimination.

22.5 During the deliberations on the Global Report, 'Time for Equality at Work', Secretary (Labour) drew the attention of the international forum and said that in India, gender equality is a part of our culture and belief.

22.6 On the report of Director-General "Working out of poverty", Secretary (Labour) made it clear that the process of globalisation has increasingly resulted in retrenchment, partial employment, unemployment, casualisation and contractualisation of work in developing countries. Therefore, quality employment generation and equipping the labour force with sufficient skills to fill the jobs was the need of the hour. He also stressed the need for free movement of labour across national boundaries and urged that the ILO must press for greater liberalization of such a movement.

22.7 The Conference Committee on Application of Standards listed India along with other countries while examining several issues pertaining to forced labour. The Indian delegate brought to the knowledge of Committee through a forceful intervention on the various steps undertaken by the Government on the subject.

22.8 The Committee on Human Resources Training and Development discussed the need for the revision of Human Resource Development Recommendation, 1975(No.150). The Committee, while making some appropriate amendments on the proposals, decided for the inclusion of the subject in the agenda of the next session of the Conference for second discussion with a view to the adoption of a Recommendation.

22.9 On the ILO standards relating to activities in the area of occupational safety and health, the Indian delegate claimed that safety and health of workers is a matter of great concern to the Government of India. Therefore, every effort has been made by the government to protect the workers from the threats to occupational safety and health. The delegate also suggested and supported several amendments, which were later on accepted by the Committee.

22.10 During the deliberations on the Report on the scope of the employment relationship, the Indian delegate informed the members of the Committee that in the Indian parliamentary democracy, social dialogue is a well-accepted principle. Important social and economic issues are discussed with the social partners at the highest level and our social tradition of tripartism has been greatest source of strength towards social, economic and political development. The Committee on this subject reached conclusion that it is important to safeguard the interest of all the labour market actors to ensure that the wide variety of arrangements under which work is performed or services are provided by the workers can be put within the appropriate legal framework.

22.11 On the "Report of the Committee on Seafarers" the Indian delegate supported the need to revise the ILO Convention No.108, which was more than 40 years old now and especially after 11 September 2001 incident. The delegate stated that the proposed new Convention should address the increased demand for visas to enter countries. The technology being developed should also be cost effective and readily available.

22.12 The programme and budget proposals for 2004-05 for the ILO was also discussed on which India had agreed upon to the proposals.

22.13 The recommendations and conclusions made by the various committees were discussed at length in the plenary. At the time of adoption in the plenary session of the Conference, the Indian delegation supported the various recommendations and conclusions

made by different committees as these were in accordance with the policy of Government of India.

22.14 Overall, the contributions of the Indian delegation to the discussions and deliberations in the Plenary as well as various Committees of International Labour Conference were very meaningful and fruitful. During this session, India also took over the Coordinatorship of the Asia-Pacific Group from the Republic of Korea.

### **THE ILO GOVERNING BODY MEETINGS**

22.15 The 286<sup>th</sup> Session of the ILO Governing Body met at Geneva during 6-28 March, 2003. Some of the issues that came up for discussions were: (i) report of the Committee on Freedom of Association, (ii) the issue of governance and social partnership with respect to globalisation (iii) the possible improvements in the standard-setting activities of the ILO and the role of the Credentials Committee, (iv) mid-term review of technical cooperation, (v) review of the core elements of the Global Employment Agenda, global employment trends and examples of policy responses, (vi) review of ILO's sectoral activities programme, and (vii) ILO's financial management-position of accounts, internal auditor report, financial regulation, extra budgetary resources, allocation technique etc.

22.16 The 287<sup>th</sup> Session of the Governing Body met for one day on 21<sup>st</sup> June, 2003 immediately after the concluding session of the 91<sup>st</sup> Session of the ILC. It inter-alia considered an items relating to: (i) Election of the Officers of the Governing Body for 2003-04, (ii) Questions arising out of the 91<sup>st</sup> Session of the International Labour Conference, (iv) World Commission on the Social Dimension of Globalisation: Latest developments, (v) Arrangements for the Tenth African Regional Meeting, (vi) Special technical cooperation programme for Colombia, (vii) Topics for sectoral action programmes and meetings in 2004-05, (viii) Reports of the Committee on Freedom of Association, (ix) Report of the Programme, Financial and Administrative Committee, (x) Composition and agenda of standing bodies and meetings, etc.

22.17 The 288<sup>th</sup> Session of the Governing Body of the ILO met at Geneva during 6-21, November 2003. Some of the issues that came up for discussions were: (i) report of the Committee on Freedom of Association, (ii) issue of social partnerships for good governance and corporate social responsibility and labour standards, (iii) the possible improvements in the standard-setting activities of the ILO and the role of the Credentials Committee, Technical assistance, ratification and promotion of fundamental ILO Conventions, (iv) review of the technical cooperation programme undertaken by the ILO, (v) the Global Employment Agenda, Active Labour Market Policies, HIV/AIDS and Decent Work and a review of the ILO Decent Work pilot programme, (vi) a new approach to sectoral activities, and the ILO's financial management-position of accounts, financial regulation, extra budgetary resources, allocation technique etc. (vii) ILO Strategies Policy Framework for 2006-09, (viii) improvement on functioning of decision making body- Governing Body, International Labour Conference, (ix) Agenda of 93<sup>rd</sup> Session of International Labour Conference (2005), etc.

22.18 Dr.P.D.Shenoy, Secretary (Labour), Shri A.V.Singh, Director and representative from PMI Geneva participated in the deliberations of the various issues of the above-mentioned ILO Governing Body sessions.

22.19 The Instrument of Ratification of the Protocol to the Night Work (Women) Convention (Revised), 1948 issued by the President of India, was submitted to the Director-General, ILO by Secretary (Labour). The instrument provides flexibility for employing women during night time.

22.20 India has so far ratified 39 out of the 184 Conventions of the ILO. A list of the ILO Conventions ratified by India is at Table 22.

22.21 India is a founder member of the ILO and has been playing a leading role in its activities since its inception. Being one of the ten countries of chief industrial importance, India holds a non-elective seat in the Government Group of the Governing Body, which is the executive wing of the organisation.

22.22 The ILO is financed mainly by contribution received from the member states. The ILO Budget follows the calendar year and annual contributions are paid by the Governments of the member states according to a scale which is fixed by the International Labour Conference on a year to year basis and which follows the U.N. scale of assessment. We have been availing ourselves the benefit of the Incentive scheme of ILO for timely payment of contribution during last 7-8 years. The amount of contribution paid by India to the ILO for the year 2003 was Swiss Francs 1 175 691/- or Rs.3,97,92,000.00.

22.23 I.L.O. and India have an enduring and active relationship which has been marked by close and dynamic cooperation over the years. India has been actively supporting and participating in ILO's Technical Cooperation Programmes.

### **INDIA'S ASSISTANCE TO ILO**

22.24 The ILO has made use of the training facilities available in a number of institutions in India including Central Labour Institute (Mumbai), Regional Labour Institutes (Kolkata, Kanpur & Chennai), the Vocational Training Institutes under the Directorate General of Employment and Training, the Indian Institutes of Management and Indian Institutes of Technology. A delegation of Trade Union leaders from the National Consultative Council of Workers Education, Bangladesh had visited India for study tour.

22.25. India also provides technical manpower for ILO's activities. Several national experts were awarded contracts for undertaking studies in various fields.

### **TECHNICAL COOPERATION PROGRAMME**

22.26. ILO's technical cooperation in India covers various fields of relevance to Indian labour, such as employment, occupational safety & health, improvement in working conditions, upgradation of training facilities, management consultancy development, small enterprise programmes for women and the urban poor, family welfare programmes, vocational hi-tech training, workers' education etc.. A total of 14 projects in these and related areas are at various stages of implementation.

22.27 ILO's technical assistance is also provided to India in conducting feasibility studies, design of projects and in the organisation and implementation of training programmes and workshops where ILO experts function as resource persons. Under the new Active Partnership Policy of the ILO, collaboration between the I.L.O. and India is supported by technical inputs from the multidisciplinary teams in New Delhi (ILO-SAAT) and regional Office in Bangkok as well as by technical departments at the I.L.O. Headquarters. During the year, technical specialists provided advisory services in international labour standards, statistics and also discussed areas of possible collaboration in future. The Government, along with Workers' & Employers' Organisations, worked closely with the I.L.O. in identifying the major country objectives for the ensuing years. The main focus of the exercise was to promote employment and social protection in the process of restructuring of the economy, elimination of child labour, management of working conditions and occupational safety and health in high risk areas.

## **ILO MEETINGS ATTENDED BY INDIA**

22.28 During 2003, India participated in 67 National meetings and 24 International meetings organised by ILO.

## **PARTICIPATION IN OVERSEAS TRAININGS/WORKSHOPS etc.**

22.29 During the year, a number of officers were deputed for training, workshops, seminars and meetings under the fellowships provided by the ILO, UNDP and Technical Cooperation Development Programmes.

List of International Labour Organisation Conventions Ratified by India

Sl. No.	No. and Title of Convention	Date of ratification
1.	No.1 Hours of Work (Industry) Convention, 1919	14.07.1921
2.*	No.2 Unemployment Convention, 1919	14.07.1921
3.	No.4 Night Work (Women) Convention, 1919	14.07.1921
4.	No.5 Minimum Age (Industry) Convention, 1919	09.09.1955
5.	No.6 Night Work of Young Persons (Industry) Convention, 1919	14.07.1921
6.	No.11 Right of Association (Agriculture) Convention, 1921	11.05.1923
7.	No.14 Weekly Rest (Industry) Convention, 1921	11.05.1923
8.	No.15 Minimum Age (Trimmers and Stokers) Convention, 1921	20.11.1922
9.	No.16 Medical Examination of Young Persons (Sea) Convention, 1921	20.11.1922
10.	No.18 Workmen's Compensation (Occupational Diseases) Convention, 1925	30.09.1927
11.	No.19 Equality of Treatment (Accident Compensation) Convention, 1925	30.09.1927
12.	No.21 Inspection of Emigrants Convention, 1926	14.01.1928
13.	No.22 Seamen's Articles of Agreement Convention, 1926	31.10.1932
14.	No.26 Minimum Wage-Fixing Machinery, Convention, 1928	10.01.1955
15.	No.27 Marking of Weight (Packages Transported by Vessels) Convention, 1929	07.09.1931
16.	No.29 Forced Labour Convention, 1930	30.11.1954
17.	No.32 Protection Against Accidents (Dockers) Convention (Revised), 1932	10.02.1947
18.@	No.41 Night Work (Women) Convention (Revised), 1934	22.11.1935
19.	No.42 Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	13.01.1964
20	No.45 Underground Work (Women) Convention, 1935	25.03.1938
21.	No.80 Final Articles Revision Convention, 1946	17.11.1947
22. **	No.81 Labour Inspection Convention, 1947	07.04.1949
23.	No.88 Employment Services Convention, 1948	24.06.1959
24.	No.89 Night Work (Women) Convention (Revised), 1948	27.02.1950
25.	No.90 Night Work of Young Persons (Industry) (Revised), 1948	27.02.1950
26.	No.100 Equal Remuneration Convention, 1951	25.09.1958
27.	No.107 Indigenous and Tribal Population Convention, 1957	29.09.1958
28.	No.111 Discrimination (Employment & Occupation) Convention, 1958	03.06.1960
29.	No.116 Final Articles Revision Convention, 1961	21.06.1962
30.#	No.118 Equality of Treatment (Social Security) Convention, 1962	19.08.1964
31.@@	No.123 Minimum Age (Underground Work) Convention, 1965	20.03.1975
32.	No.115 Radiation Protection Convention, 1960	17.11.1975
33.	No.141 Rural Workers' Organisation Convention, 1975	18.08.1977
34.	No.144 Tripartite Consultation (International Labour Standards) Convention, 1976	27.02.1978
35.	No.136 Benzene Convention, 1971	11.06.1991

36.##	No.160 Labour Statistics Convention, 1985	01.04.1992
37.	No.147 Merchant Shipping (Minimum Standards), 1976	26.09.1996
38.	No.122 Employment Policy Convention 1964	17.11.1998
39.	No.105 Abolition of Forced Labour, 1957	18.05.2000

\* Later denounced, The Convention requires, internal furnishing of statistics concerning unemployment every three months which is considered not practicable.

@ Convention denounced as a result of ratification of Convention No.89.

\*\* Excluding Part II.

# Branches (c) and (g) and Branches (a) to (c) and (i).

@@ Minimum Age initially specified was 16 years but was raised to 18 years in 1989.

## Article 8 of Part – II.

**SOURCE: - Ministry of Labour**

