

India and International Labour Organization (ILO)

21.1 India is one of the founder members of International Labour Organization since its existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. At present the ILO Governing Body has 185 Members. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the two other social partners, namely, the workers and employers. The three organs of the ILO are – (1) International Labour Conference – General Assembly of the ILO that meets every year in the month of June, (2) Governing Body – Executive Council of the ILO that meets three times in a year in the months of March, June and November and (3) International Labour Office – a Permanent Secretariat.

21.2 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 the International Labour Conference on year-to-year basis fixes, in line with the U.N scale of assessment. For the year 2016, India's share of contribution is SF 2,521,482.00 which is SF 378680319.00 of the total ILO Budget and worked out Rs.16,64,19,000.00 in Indian Currency (approx).

21.3 India and ILO have an enduring and vibrant relationship which is marked by close and dynamic cooperation and mutual benefit over the years. India has significantly contributed to the achievement of ILO's objectives, its thought processes, deliberations and styles of functioning. ILO too has made impression on the India's

legislative framework related to World of Work. Human dignity, social justice, equality of opportunity, avoidance of discrimination, freedom of association, etc., are but a few of the common sinews inherent in the Constitution of the Republic of India and of the ILO. Creation of just and equitable world order; securing distributive justice concurrently with economic growth and creation of employment opportunities for the purpose; increasing productivity to increase shareable gains; worker's participation; human resource development; human environmental dimensions of technology; poverty alleviation; and economic reforms with a human face are amongst the major thrust areas presented to ILO by India.

21.4 India has been playing a pro-active role in the proceedings of the ILO since its inception. The Indian delegation, which is tripartite in composition, has been participating in the International Labour Conference (ILC) on a regular basis. The ILC is the main policy making body of the ILO. While the International Labour Standards adopted by the ILC have been enriched by the vast experience of its delegates and advisers, the experience gained in this international forum by the members of the Indian delegations over a period of time has been helped in giving the much needed international perspective to our national laws and practices. So far ratified 45 Conventions and one Protocol of the ILO.

Latest Ratification by India

21.5 India has ratified Maritime Labour Convention, 2006 (MLC, 2006) and Seafarer's Identity Documents' Convention (Revised), 2003 (No.185) on 9th October, 2015. After these ratifications India has ratified 45 Conventions and one Protocol of ILO. The Seafarer's Identity

Documents' Convention (Revised), 2003 (No.185) will come into force from 9th April, 2016 whereas Maritime labour Convention, 2006 (MLC, 2006) has entered into force from 09.10.2016.

21.6 Maritime Labour Convention, 2006 establishes minimum working and living standards for all seafarers working on ships flying the flags of ratifying countries. It's also an essential step forward in ensuring a level-playing field for countries and ship owners who, until now, have paid the price of being undercut by those who operate substandard ships. It aims both to achieve decent work for seafarers and to secure economic interests through fair competition for quality ship owners. It covers almost every aspect of their work and life on board including: minimum age, seafarers' employment agreements, hours of work or rest, payment of wages, paid annual leave, repatriation at the end of contract, onboard medical care, the use of licensed private recruitment and placement services, accommodation, food and catering, health and safety protection and accident prevention and seafarers' complaint handling.

21.7 Convention No. 185 is developed on the biometric based seafarer's identity document so as to ensure a foolproof security system to ward off the potential risk of terrorist attacks. It focuses on creating 'Internationally Uniform seafarers Identity Documents' which enables the immigration and other competent officials of the member states to be easily verified and identified. The Convention contains provisions that allow seafarers the essential facility of shore leave, as well as facilities necessary for them to perform their professional tasks, while giving the countries the security they need in order to accept and meet these commitments.

104th Session of the International Labour Conference and 324th Session of the Governing Body, ILO

21.8 104th Session of the International Labour

Conference (ILC) along with 324th Session of Governing Body of ILO was held during 31st May to 13th June, 2015 in Geneva. A high level Indian Tripartite Delegation headed by Shri Bandaru Dattatreya, Hon'ble Minister of State (Independent Charge) for Labour and Employment. Given the federal structure of Government and the fact that labour is a concurrent subject, the Indian delegation also included Labour Ministers and Labour Secretaries from Gujarat, Telengana and Madhya Pradesh. Besides the officials from Ministry of Labour & Employment, the delegation included 9 representatives each from Workers (Central Trade Union Organizations) and Central Organization of employers' side in the ILC. The Conference was followed by 324th Session of the Governing Body meeting of ILO.

21.9. Various Ministers, Vice-Ministers and Deputy Ministers were accredited for participation in this ILC. Heads of States and Governments with participants representing governments, employments and workers from the ILO Member States attended the conference.

Synopsis of the Composition of the 104th Session of the International Labour Conference of ILO

21.10 333 Government delegates, 165 Employers' delegates and 165 Workers' delegates-a total of 5912 accredited to take part in the Conference in conformity with the provisions of the Constitution of the Organization (as compared to 5254 in 2014, 5,593 in 2013, 5,327 in 2012, and 5,469 in 2011). This year the tripartite delegation representing governments, employers and workers from 169 of the ILO Member States attended the conference.

Agenda of the Conference and Items placed on the agenda by the Conference

Standing Items: Reports to the Conference under Standing Items

1. Reports of the Chairperson of the Governing Body and of the Director-General
2. Programme and budget and other financial questions
3. Committee on Application of Standard:-
 - Report III (Part 1A) Report of the committee of Experts on the application of Conventions and Recommendations
 - Report III (Part 1B) Giving a voice to Rural workers
 - Items placed on the agenda by the Conference or the Governing Body
4. Committees on SMEs and Employment Creation (General discussion)
5. Committee on the Transition from informal to formal economy (standard setting)
6. Recurrent discussion on Labour Protection in a transforming world of work.

Group/Conference wise details of deliberations are as follows:

Government Group Meeting

21.11 Government Group meeting took place every Monday to consolidate their stand on the discussion subjects of various Committees. This year Asia Pacific Group (ASPAG) was entrusted with the task of choosing the Chairperson of Governing Body, ILO. This year Japan was elected as the chairperson of the Governing body for the biennium 2015-16. India was also nominated for ASPAG Group for the year 2015-16.

Plenary Session

21.12 After the opening sitting on 01.06. 2015, Plenary took place during 04-12 June 2015. Secretary (L&E) addressed the Plenary Session on 09.06.2015 on the Report of the Director General

“Future of Work Centenary Initiative”. He appreciated the current agenda of ILC which is very much relevant and contextual because transition to formality and promoting SMEs are the most topical issues in the World of Work. Secretary (L&E) also stated that new economic order has given rise to new phenomenon in the world of work. Self-employment, rise of SMEs and migration are the new faces of labour market. We need to revisit and refine our understanding of various aspect of decent work in order to address the issues in the changing scenario and to ensure the rights and welfare of the workers. He urged ILO to continue its focus on employment generation, boosting labour participation, improvement in the working condition of the labour through social dialogue so that the objective of Decent Work may be achieved in totality.

21.13 On 12.06.2015 Hon'ble Minister of State (Independent Charge) for Labour & Employment addressed the Plenary. Minister delivered his speech in Hindi which was widely appreciated. In his speech, Hon'ble Minister highlighted that India and ILO have a vibrant relationship marked by close and dynamic cooperation over years. Hon'ble MOS for Labour & Employment (Independent Charge) expressed his confidence that these ties will further be strengthened as we approach the centenary of this unique tripartite forum. He also stated that Govt. of India is committed to usher in a governance of transparency and accountability. India is fully committed to securing inclusive growth, leading to sustainable development. He reiterated that India under the dynamic leadership of our Hon'ble Prime Minister Shri Narendra Modi has taken the flagship initiatives like Make in India, Skill India, Digital India, and Smart Cities Project. Make in India is a unique opportunity for job creation for our youth. Government is committed to protect and safeguard the interests of workers and upholding the dignity of labour. Financial inclusion and social security cover for everyone is the top

priority for the government especially for the vulnerable class of workers.

Side-line Meetings during 104th session of ILC

BRICS Ministerial Meeting

21.14 A side-line meeting with BRICS ministers was held on. Hon'ble MoS (Independent Charge) for Labour & Employment thanked the Russian Deputy Minister for convening the BRICS Ministerial meeting. Hon'ble MoS (Independent Charge) for Labour & Employment stated that the forum of BRICS is emerging as a multiregional platform to strengthen common dialogue and cooperation in several policy areas. For India, enhancing the employability of the youth through skill development and improving the participation of women in the work force are priority areas. He said that our government believes in the importance of matching skills with the requirements of the labour market. India is committed to creation of quality and inclusive employment. In the meeting, India recommended that BRICS Labour Ministerial in February, 2016 in Ufa Russian must be a part of Leaders' communiqué in their summit in July 2015 for us to support the proposal. BRICS countries also presented a joint statement to the ILC.

ASPAG Ministerial Meeting

21.15 ASPAG Ministerial Meeting was held on 10.06.2015 in the side line of 104th session of ILC which was also attended by the Director General, ILO, Mr. Guy Ryder. Hon'ble MoS (Independent Charge) Shri. Bandaru Dattatreya delivered a speech during the meeting. He stated that ASPAG constitutes more than half of world's population. We have some highly developed countries on one hand and some fastest growing developing economies on the other. With its diversity as an asset, the region has enjoyed remarkable economic growth and experiencing rapid changes in economic development, population growth and urbanisation, social transformation, and technological

development of India. We are focussing on massive skill development and growth of manufacturing sector through programmes such as Make in India, Skill India, Smart City Project and Digital India. Hon'ble MoS (Independent Charge) for Labour & Employment appreciated the DG, ILO report for giving focus on the youth employment as well as on the small & medium enterprises interventions. He reiterated that the ultimate goal of inclusive and equitable growth can be achieved by linking employment and social protection. India also expressed its willingness to cooperate, collaborate and assume leadership role to initiate a coordinated effort for a strong, sustainable and balanced growth for the global economy.

India-Iran Bilateral Meeting

21.16 Bilateral meeting with Iran also took place in the side-line of ILC on 09.06.2015 Hon'ble MoS (Independent Charge) for Labour & Employment highlighted the long standing economic and strategic ties up that India shares with Iran. He said that Iran plays a significant role in India's energy security architecture. Hon'ble MoS (Independent Charge) for Labour & Employment thanked Iran for its support in India's case in the Committee on Standards. Iran appreciated India's initiatives on Skill development and expressed its interest in sharing the experiences.

G-20 Ministerial Dinner

21.17 A dinner was hosted by DG, ILO for G 20 countries ministers which was attended by our Hon'ble Ministers of State (Independent Charge) for Labour & Employment. He thanked DG, ILO for hosting the dinner and appreciated the forum of G 20 to serve as important policy platform to discuss key issues pertaining to creation of jobs, boosting participation, addressing informality, skill development etc. The core agenda for G20 of strengthening public employment services and increasing the share of labour income for inclusive

growth was reiterated.

NAM Ministerial Meeting

21.18 The NAM ministerial meeting on 9th June 2015 was presided by Iran who is the current chair of NAM. The forum also released a joint statement on the occasion reiterating its commitment to the principles of Decent Work and inclusive growth.

Committee on Application of Standards

21.19 The Committee on the Application of Conventions and Recommendations deals with Information and reports on the application of Conventions and Recommendations as mentioned in the ILC Standing Orders, article 7 and section H. It submits a report on its work to the Conference.

21.20 The Committee on the Application of Conventions and Recommendations considers information and reports supplied by governments under Articles 19, 22 and 35 of the Constitution on the effect given to Conventions and Recommendations, together with the Report of the Committee of Experts on the Application of Conventions and Recommendations. This report consisted of two volumes, both submitted to the Conference. The first volume (ILC.104/III/1A) includes, in particular, the observations on the application of ratified Conventions. The second volume (ILC.104/III/1B) contains the General Survey of reports under articles 19 and 22. The General Survey submitted to this session was on giving voice to rural workers.

21.21 The first volume of the Report II Part 1A was the observations of Committee of Experts of Application of Conventions and Recommendations for member countries. In this report, the CEACR raised certain observations with regard to the application of convention 81 "Labour Inspection" in India.

21.22 India was listed under Committee of Application of Standard, with respect to

observations of a governance convention on C-81 "Labour Inspection". The Government delegation, led by Secretary (L&E) responded effectively and successfully to the observations of Committee of Application of Standards. Secretary (L&E) stated that the emphasis of the government is to bring in an efficient system of compliance for labour legislation with the help of information technology. There is no intent either to dilute this provision in theory and practice or to relax the enforcement of labour laws including in the alternate setup in SEZs. Government of India has taken a major good governance initiative to avoid malpractices in labour inspections. It was stated categorically that the phrase 'end of Inspector Raj' does not mean 'end of inspection system' but ending malpractices and arbitrariness in the current inspection system.

21.23 India has a very elaborate system of labour legislations. The enforcement of the various Labour laws has been prescribed under the relevant provisions of the Acts and is secured through a system of labour inspectorates, both at the State level as well as the Central level. Taking note of the CITU's allegation regarding exclusion of workers from the purview of labour laws, India reiterated and reconfirmed that no amendments to the scope of application of any labour laws have been enacted by the government to exclude the workers from the purview of labour laws. On the contrary, our government is taking affirmative action, and proposes to expand the coverage of various labour laws such as Minimum Wage Act, 1948, Employees' Provident Fund and Miscellaneous Provisions Act, 1952 etc.

21.24 The delegation from India also stated that we are fully committed to the principle of Tripartism in making any changes in labour laws. India is a signatory to ILO convention 81 concerning labour inspection since 1949. Government is giving full effect to the provision of this convention. So far as the observations on Articles 10 and 16 of the Convention are concerned, India reiterated its

commitment to Convention-81 and the obligations therein that the workplace shall be inspected as often and as thoroughly as necessary. India got all round support from a large number of countries including China, Japan, Singapore, Russia, Iran, Bangladesh, Myanmar, Fiji, Kuwait, Ghana, Venezuela, Qatar and other countries acknowledged that India is the new investment destination of the world and good governance must be promoted. They appreciated Government's initiatives for promoting an enabling environment for the industry by cutting the undue transaction costs for compliance of labour laws. The committee in its conclusions noted the positive developments in the field of labour law enforcement in the country and requested for a list of statistics for both Centre and States which was agreed by India.

21.25 The second volume of the report III titled as "Giving voice to Rural Workers" which is a General Survey concerning the right of association and rural workers' organizations instruments.

21.26 The Committee highlighted the fact that the right of association of agricultural workers and the involvement of organizations of rural workers in economic and social development are linked with other topical issues currently being tackled by the ILO, such as the transition from the informal to the formal economy, labour migration, economic development, poverty reduction, non-standard forms of employment, decent work in global supply chains, and significant environmental and climatic pressures.

21.27 India has ratified both the conventions (Right of Association (Agriculture) Convention, 1921 (No. 11) and the Rural Workers' Organizations Convention, 1975 (No.141). In the intervention, Government of India expressed that we have been proactively ensuring the rural workers' rights as enshrined in the ILO conventions and also encouraging growth of rural workers organization in India. The Trade Union Act, 1926

has empowered the workers of the country including those in rural economy to form associations in the form of trade unions. Agriculture & Rural Workers are free to form unions/associations. It was also stated that India has both legislative mechanism and social security measures to provide decent working conditions for rural workers. Government of India has launched new schemes namely Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Atal Pension Yojana (APY) so as to provide social security net to underprivileged population. India also supported the conclusion of the committee.

Committees on SMEs and Employment Creation (General discussion)

21.28 The committee after a brief introduction to the subject discussed the important contribution of SMEs to employment and economic growth. It also highlighted the constraints faced by SMEs and their workers and provided the rationale behind linkages of SME policies to other important policies.

21.29 In the opening statement of the committee on SMES and Employment Creation, India stated that MSME sector is accorded high priority for its pivotal role in our economy. India has close to 45 million MSMEs employing almost 100 million persons. SMEs played a crucial role in providing large employment opportunities at comparatively lower capital cost and industrializing rural and backward areas, thereby reducing regional imbalances and assuring more equitable distribution of income and wealth. Skill Development initiatives coupled with financial and legislative initiatives for viability of the SMEs become important in this context. The matters of MSME are being coordinated by an independent ministry in Government of India. India also acknowledged the difficulties faced by MSMEs in access to finances. Govt of India has recently launched a dedicated financing facility "mudra

bank" to take care of the finance issues faced by the MSME industry.

21.30 India also stated that modernisation through technological up gradation is essential for increasing productivity and competitiveness particularly in the globalised industrial environment. SMEs need mentoring and assistance for scaling up into larger enterprise. Having said that it was reiterated that diversity of the sector demands that the steps in this direction may be gradual and sector specific.

21.31 India along with other developing countries emphasised that Micro industries are integral part of SMEs. The committee agreed to this definition. India reiterated that diversity of the sector demands that the steps in this direction may be gradual and sector specific instead of a doting a one size fits all approach. The committee appreciated that India has an independent ministry for MSME. It also noted down our efforts for bringing a comprehensive law to make effective compliance and enforcement of small factories through Small Factories (Regulation of Employment and Conditions of Service) Bill, 2014. India finally supported the conclusion and resolution adopted by the office.

Committee on Transition from Informal to the Formal economy

21.32 The committee on Transition from informal to formal economy was entrusted with the task of standard setting after a double discussion of the proposed recommendation of the subject. India in its intervention made a strong pitch for ensuring decent work in the informal sector and actively participated in the drafting and amendment of the text of the recommendations. India stated that the subject assumes great significance for our country where estimated 83% of the total workforce contributing to 50% of GDP is still in the unorganised sector. The Republic of India is

sincerely committed in its endeavors for a gradual and progressive transition of informal economy to formal economy given the national resources and practices specific to national context.

21.33 During the intervention, India stated that the latest initiatives and policies of Government such as Make-in-India, Skill-India and Digital-India will create enough economic growth and demand pull factors for formalization of the informal economy. The simplified licensing, taxation and inspection regime, pro-active steps for ease-of-doing-business and a holistic drive for legal reforms has created the conducive atmosphere for formalization of majority of informal business. Recently the Prime Minister launched three new social security schemes (9th May 2015) which will majorly reach the unorganised workers and give them a life of greater dignity. Thus while on the one hand, Government is widening the arena of social security platform by introducing targeted schemes, simultaneous efforts are on to increase the job opportunities and earning levels by promoting manufacturing and service sectors and creating enabling framework for formalization of informal or unorganised sector. During the discussion on the proposed recommendation, India also supported non-discrimination in any form including gender-based violence, concept of living wage, inclusion of international NGOS and Cooperatives as economic unit to be incorporated in the recommendation. India moved an amendment for inclusion of Migrant workers which was supported by USA and Japan and the office also agreed to include it.

21.34 India also supported the conclusion and resolution of the Committee and appreciated the extraordinary sense of cooperation exhibited by all stakeholders during the proceedings and discussion of the committee. India voted for the adoption of the Recommendation on Transition from Informal to formal economy in the concluding Plenary Session.

Recurrent Discussion on Labour Protection in a transforming world of Work

21.35 The Committee on Labour Protection was attended by the then Additional Secretary, Ministry of Labour & Employment Shri. Deepak Kumar. India in its intervention stated that being a founder member of the ILO, India was always sensitised to the important issues in the labour field. The Minimum Wages Fixation Machinery Convention Number 26 was adopted in 1928 by the ILO. By 1948, India had brought a law, i.e. the Minimum Wages Act, 1948 on its statute book. Wages in India are also revised from time to time in accordance with the principles laid down in the law. Government's employment guarantee scheme has had a salutary impact on minimum wages. Wage levels in the country have improved due to the Employment Guarantee Scheme. It has also strengthened collective bargaining. India also stated that we are in the process of drafting a code on Wages, Industrial Relation, Occupational Safety and Health and Working conditions as a part of rationalising the labour laws. Finally India supported the conclusion of the Committee.

323rd Session of the Governing body, ILO

21.36 323rd Session of the Governing Body (GB) of the International Labour Organisation was held during 12-27 March 2015 in Geneva. The Indian delegation led by Secretary (L&E) participated in the Governing Body meetings.

Agenda of 323rd Session of Governing Body

Institutional Section (INS)

Preparation for the evaluation of the impact of the ILO Declaration on Social Justice for a fair Globalization by the 105th Session of the International Labour Conference (2016)

21.37 While intervening on this agenda item, Secretary (L&E) appreciated ILO's approach to draw linkages between Social Justice Declaration

and activities related to the ILO's centenary, the 2017 discussions of Fundamental Principles and Rights at Work (FPRW) and the Post 2015 sustainable development agenda so as to give a broader coverage to the objectives of Social Justice Declaration. India has always been a supporter and promoter of decent work. Reduction of inequality and providing social protection to all has taken as a step forward for inclusive growth. He said that while considering the issue of transition from informality to formality, the focus must be on the principles of decent work rather than on the process or the sector. He also informed the forum about India's recent initiatives like Universal Account Number and Government's resolve for a universal social security cover. He stated that the scope of the evaluation must be decided based on the originally envisaged and not get extended beyond that to accommodate changed priorities. At the same time, future plan along with the evaluation of previous work would accelerate the pace of achieving strategic objectives of the Declaration. Secretary (L&E) further stated that more focus should be imparted on sharing knowledge and good practices and country specific needs and priorities. He also said that the evaluation of Social Justice Declaration should not conflict with the sovereignty and policies of the country interest and that labour standard should not be used for protectionist trade purposes.

Agenda of the International Labour Conference (2017-19)

21.38 In continuation to the intervention in last GB meeting, India supported consideration of proposals on three items "Effective ILO technical cooperation in a changing global context, and "Labour Migration" and "Violence against women and men in the world of work". Secretary in his intervention said that it would be prudent to have Effective the discussion on ILO technical cooperation in a changing global context in 2017, immediately after the post 2015 agenda is adopted

by UNGA and our own discussion on global supply chains in 2016. He reiterated India's support for the item "Violence against women and men in the world of work" as standard setting double discussion in 2018 along with Labour migration which may also be considered for 2018. India supported the linkage of the standard setting item with the women at work initiative. India also agreed with the procedural road map.

Policy Development Section

Area of Critical Importance: protecting workers from unacceptable forms of Work

21.39 On this agenda item, Government of India stated that the objective of protecting workers from unacceptable forms of work is consistent with the fundamental objectives of the Organisation and appreciated the emphasis on elimination of all kinds of work that deny fundamental tenets of decent work given by programme and budget proposal 2016-17 of ILO. India acknowledges that this is an effective way of raising awareness about the issue of unacceptable forms of work and bringing it to the centre of our discussions. At the same time we must recognise that the concept of unacceptable forms of work has several connotations and cross cutting areas and we must be very careful as to what we mean by the term and what are the boundaries of our work under this concept. The definitional clarity must not be compromised. Nor should the concept be used to create any additional bench marking. For India the definition resonates our concerns regarding forced labour, bonded labour, migrant workers and workers in unorganised sector who are the most vulnerable groups of workers. It is therefore pertinent to identify the occurrence and incidence of unacceptable forms of work in different national context and to look into the conditions and causal factors for designing feasible solutions.

Sectoral and Technical meetings in 2014 and proposals for sectoral work in 2016

21.40 While intervening on this agenda item, Indian delegation led by Secretary (L&E) mentioned that the Sectoral activities are important aspect of the ILO work and there is a need to make them more relevant in changing times. India aligned with the statement by Government Group and that of ASPAG to state that the involvement of Governments from an early stage is critical to success of these Sectoral activities for identification of sectors and regions that are relevant to these regions. India urged ILO to hold regional and sub-regional meetings with country office experts and national experts including national governments to identify core sectors which play major role in terms of providing employment opportunities and are critical to regional economy. The forum can be made more effective and inclusive by focusing more on the problems of under developed and developing countries of the world as they face greater challenges

ILO's Development Cooperation Strategy 2015-17

21.41 India said that aligning development cooperation strategy of ILO with Sustainable Development Goals of UNO will add to achieve the bigger goal of a better world while improving substantially the strength of Decent Work Agenda of office. While south-south and triangular Cooperation modalities have important complementary roles, traditional development cooperation with other countries must remain at the centre of ILO's cooperation activities.

Area of Critical Importance: Creating and extending social protection floors

21.42 On this agenda item, Indian Delegation stated that Govt. of India is committed to extend the benefits of Social security to both organised and unorganised sector workers. Govt. of India recognises the ethos contained in R-202. Social Protection Floor has also been included as the country priority area in DWCP-2017. The ILO

Declaration on Social Justice for a Fair globalisation provided the opportunity to identify ways to couple social security priorities with realistic mechanism for achieving them, taking into account the various capacity of member states. Implementation and extension of Social Protection Floor should be determined based on the individual capacity of countries, their status of affording the necessary resources and depending on sustainability.

Programme, Financial and Administrative Section

21.43 The Indian Delegation presented intervention on behalf of ASPAG group on the agenda of Programme, Financial and Administrative Section of the Governing Body which comprised the Programme and Budget Proposals for 2016-17. It stressed on creating long term linkages between the policy outcomes with the larger global development agenda, particularly in the wake of post 2015 SDPs which focus on poverty eradication and job creation as well as the employment strategy being discussed at the forum of G20. ASPAG appreciated the focus being given to the youth employment and small and medium enterprises interventions in the Asian region. The transition from informality to formality is also huge challenge in this region. Read with the outcomes envisaged for rural economy and sustainable enterprises this becomes extremely important for majority of developing and less developed countries. ASPAG while welcoming the focus on the expanding local supply chain for promoting sustainable enterprises also put a word of caution about formation of non-tariff trade barriers. The partnership for transition to green economy must be implemented on the basis of Common but differentiated Responsibilities (CBDR). Baseline data is needed for effective planning and ASPAG stressed for the same.

Legal Issues and International Labour Standards Section (LILS)

Promotion of the ratification of the 1986 and 1997 Instruments for the Amendment of the constitution of the International Labour Organization

21.44 India is one of the 10 members of chief industrial importance of ILO to accept the ratification of 1986 and 1997 instruments of amendment of the constitution of ILO. Indian delegation reiterated India's support for earlier ratification of the aforesaid instruments which are primarily devised to bring out amendments in the Constitution of ILO. India has ratified the 1986 instrument primarily because it sought to widen the coverage of geographical representation in the Governing Body. Moreover, once ratified 1986 instrument would empower ILC to give approval of the appointment of DG, ILO by Governing body which will further the spirit of tripartism. The efforts to get countries ratify 1986 instrument have to be more focussed than the casual approach of catching them during GB or ILC. Direct correspondence, dedicated missions and follow up by country office may prove more effective.

Choice of Conventions and Recommendations on which Reports should be requested under article 19 of the constitution in 2016

21.45 India has deep respect for ILO standards and is committed towards the safety, health and protection of workforce both in organised and unorganised workers. In its intervention, India supported the proposal of General Survey on OSH which assumes greater relevance in the present transitional phase of World of Work and increased vulnerability of workforce. However, it urged ILO for developing a general concise and simpler format of Report under Article 19 to rationalize the reporting burden on member states that have not ratified the said conventions.

High Level Section

Global employment and social challenges: Emerging trends and role of ILO

21.46 India's intervention underlined the very critical relationship between economic growth and employment. As a build up to the post 2015 SDGs, it acknowledged the increasing interactions between UN organisations as well as other international fora. India urged for ILO to take the leadership role in these interactions to ensure that decent work is integral to the policies for economic recovery and growth. Recalling the discussions at G20 forum about an integrated skill strategy to address the global demand supply and quality of jobs, India stressed that while ease of doing business for the industry and investment are important to accelerate the economic growth, focus on demand responsive skill development and enhancing the social protection are essential to safeguard the labour force from becoming vulnerable. We look forward to ILO's role is promoting labour mobility with skill portability. India also made three interventions on the country cases of Fizi, Qatar and Myanmar.

Meeting of Secretary (L&E) with Director General, ILO and ILO Regional Director, Asia Pacific on the side-line of 323th session of GB

21.47 Secretary (L&E) had a meeting with Director General, ILO Mr. Guy Rider on the side line of 323th Session of GB. He praised DG, ILO for his valuable leadership and ILO for taking on board the concerns and opinion of all the stakeholders on variety of issues in the World of Work. He complimented DG for definitive progress achieved in terms of proportionate resource allocation and representation for ASPAG region. Secretary (L&E) apprised DG, ILO of the initiatives of Govt. of India. He said that job creation for India's youth population is the utmost priority for Government of India. He talked about the extensive policy initiatives by the Govt. in the area of financial

inclusion and social security. He discussed Skill India especially in context of transition to formality and growth of entrepreneurship. He also talked of the modernization of labour law enforcement system. These initiatives are expected to facilitate a conducive environment for enterprises to be a partner in development and growth. DG, ILO recognized the efforts made by Govt of India and wishes to work in closer coordination with India.

21.48 Secretary (L&E) had also a meeting with Regional Director, ILO Asia-Pacific Ms. Nishimoto. The discussion centered around the challenges in the world of work for the asia pacific region. Secretary, Labour and Employment, India, discussed India's journey towards becoming a developed self-dependent nation from the early days of challenges in terms of food security, income security as well as political sovereignty. He detailed India's initiatives for ease of compliance of labour laws in context of presence of large unorganized sector. He also talked about the demographic dividend of the country and skill development initiatives coupled with accelerating India's industrial growth for creating jobs at massive scale. Secretary (L&E) also apprised her of India's commitment to social dialogue. Regional Director, Asia-Pacific, ILO was appreciative of the efforts of the Govt. the two also discussed the issues of regional cooperation on the matters of mutual agreement including the balance in regional allocation of ILO resources.

324th Session of the Governing body, ILO

21.49 324th Session of the Governing Body of the International Labour Organisation was held on 13th June 2015 in Geneva. The Indian delegation participated in the Governing Body.

325th Session of the Governing Body

21.50 325th Session of the Governing Body (GB) of the International Labour Organisation was held

during 29.10.2015 to 12.11.2015 in Geneva. The Indian delegation comprising Shri Manish Kumar Gupta, Joint secretary, and Smt. Anuja Bapat, Director, Ministry of Labour and Employment participated in the Governing Body meeting along with officers from Permanent Mission of India in Geneva.

21.51 India is the ASPAG coordinator for the year 2015-16 and this was the first GB for India in this capacity. It involved conducting group meetings during GB to discuss with group members on various agenda items and prepare group interventions according to common position. This GB was a very successful one in this regard as common group positions could be achieved on a large number of agenda issues, including the political ones, and group statements were made on the floor of GB. India also drafted the group statement on a very important agenda item of "Standards Review Mechanism" about the comprehensive review and update of ILO Labour Standards being undertaken as approved by GB in the previous sessions. India is also a member from ASPAG region, of the tripartite group to be constituted for SRM.

21.52 BRICS is another group that is emerging to take a common position in GB discussions. BRICS under the Russian presidency this year, were successful in delivering group statements on a number of agenda items of common interest including the follow up to the ILC discussion on transition to formality, Labour Enforcement and Development Cooperation Strategy of ILO.

Agenda of 325th Session of Governing Body

Institutional Section (INS)

The 2030 Agenda for Sustainable Development

21.53 While intervening on this agenda item, India congratulated ILO for its contribution to the process of Post 2015 Developmental Agenda and

the pivotal place that the concept of decent work has acquired in the overall theme of sustainable development. India called for ILO to work as a facilitator to help countries in capacity building. As SDGs very specifically recognize the importance of national context and national capacities, we see a very active role of the field offices of ILO in assisting the countries, as they need, to identify and prioritize the challenges and develop a roadmap to address these. Decent Work Country Programmes have been very effective in creating linkages of ILO policy objectives with that of national policy framework and can be further strengthened to take on the job. The other very specific role of ILO that we look forward to is to facilitate the capacity building of national statistical systems in the member countries to monitor the progress update on the accepted targets.

Agenda of the International Labour Conference

21.54 On this agenda item, India aligned itself with the ASPAG statement. It is very essential now to strengthen ILO's strategic and policy approach to effectively address the goals set in the 2030 vision. India supported "Effective ILO development cooperation in support of the Sustainable Development Goals (general discussion)" for 2017 ILC. India also voiced its general support for the discussion on "Violence against women and men in the world of work". However, the revised proposal by the office for agenda needs more clarity in the context setting and focus in defining the core issue. India proposed that the agenda item must be considered but at a later stage probably in 2018. On the issue of labour migration the intervention asked for the difference of human rights and labour rights to be well acknowledged. The focus of the discussion on Labour Migration must be on the larger picture of labour mobility and ensuring Decent Work for all workers including migrants without mixing it with the current refugee crisis. We therefore proposed for the discussion on agenda to be considered for later ILCs. India supported the

proposal to seek approval for the amendments to MLC 2006 and C 185.

Matters arising out of the work of the 104th Session of ILC: Follow-up to the resolution concerning the recurrent discussion on social protection (labour protection)

21.55 In its intervention, India recognized the need for integrated policy approach while at the same time advised that the scope of the follow up to the recurrent discussion should be strictly guided by the discussion in ILC and not be extended to new areas. In today's context the concept of labour protection has to be seen in two parts: one is to ensure that the conditions are conducive for enhancing and sustaining participation which implies working on wage policies, OSH and work life balance to the extent that it encourages inclusive labour markets. The other part is to ensure social security so that nobody in and outside labour market has to undertake a distress employment thereby inviting abusive and unfair treatment.

21.56 We welcomed the proposed plan of action in the agenda paper including the proposed standard related action. While it is relevant to address new forms of employment in the current scenario when labour market is changing its character and the conventional employer-employee setting is not adequate to address all the challenges of providing workers with protection, we, don't think it appropriate to approach the issue of violence at work place in the context of this discussion. Intervention also briefly talked about India's ongoing a comprehensive reform agenda in the labour legislation with a commitment to ensure job security, wage security and social security to all our workers.

Review of the implementation of ILO-ISO agreements

21.57 While thanking the Office for the update of

ILO-ISO agreement, India reiterated its concern for a parallel body of Labour standards more particularly those from a private body like ISO. Taking note of the developments in ILO-ISO collaboration and the limited success that ILO has been able to achieve, India stated that it was in favour of the implementation at pilot stage to be restricted to the already agreed initiatives rather than getting into new ones. India also recognised and appreciated the sincere efforts by ILO to ensure that ILS are not contradicted. ILO is the supreme body to set international Labour Standards. In the current economic scenario of uncertainty and vulnerability, the world of work heavily relies upon ILO to guide and lead us on the matters that concern welfare of workers. Private compliance initiatives must be discouraged more specifically if they are in divergence with ILS. India's intervention found a strong support from the workers side that raised almost similar concerns on the developments in the agreement.

Preparation for the evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization by the 105th Session of the ILC (2016)

21.58 India aligned with ASPAG statement for the possible arrangements for the Conference discussion and recorded its preference for appointing a technical Committee with flexible arrangements to provide for wider participation, richer inputs and open discussions on the impact of the ILO Declaration on Social Justice for a Fair Globalization. On taking a decision concerning arrangements for next cycle of recurrent discussions, we think that the decision should be deferred on the next cycle to its 328th Session.

Policy Development Section

Formalization of the Informal Economy: Area of Critical Importance & Formalization of the Informal Economy: Follow-up to the resolution

concerning efforts to facilitate the transition from informal to formal economy

21.59 India in its intervention said that adoption of The Recommendation – 204 adopted at 104th ILC demonstrated the success of our collective efforts to address this subject which has assumed greater relevance in the present times. We acknowledge the need for a robust action plan and strategy with involvement of tripartite constituents. The emphasis must be on innovative strategies, gender sensitive analysis and range of options to be proposed to member countries given the diversity of the country circumstances. We suggested that various aspects like size, composition and segmentation of informal sector may also be considered while mobilizing resources for country programmes. India also acknowledged the initiatives being undertaken in India by the Country office of ILO through Decent Work Country Programmes (DWCP) In Transition from informal to formal economy, some factors such as creating massive job opportunities in the formal sector for those entering labour market, upgrading the skill components of workforce in unorganized sector to enable them to gradually switch over to formal sector jobs and extending the net of social security measures to the deprived and vulnerable sections in the unorganized sectors plays very crucial role and must be duly recognised in the ILO strategy.

21.60 Joint Secretary, Government of India in his intervention described India's initiatives for creating a conducive business environment for sustainable economic growth. In this context a number of labour law reforms have been undertaken to rationalize and modernize the labour market regulations and working conditions which in turn will also boost growth of formal sector employment so that large excluded segment of workforce can be brought into ambit of labour regulatory framework and provided with basic labour rights including social security and wages. Govt. of India is taking focused initiatives for convergence of major social security

programmes for unorganized sector on a single platform. We recognize that informality in labour market has multiple dimensions which require us to develop multipronged strategies to deal with it both at national and international level. We also believe that diversity across countries also plays a major role in the structure of informal economy in the particular country. While consolidating methodologies and perusing research in this area, these factors may be taken into consideration. India believes that while considering the issue of transition to formality, the focus must be on the principles of decent work in totality rather than on process or particular order of process. Every country would approach the transition according to its capacity and order of priority in terms of sector and economy. We support and acknowledge the proactive role of employers and workers' organizations to progressively absorb the informal sector in their fold by extending membership and services to the workers and economic units.

Area of critical importance: Strengthening workplace compliance through labour inspection

21.61 The intervention for this was presented by India on behalf of ASPAG. Indian inputs shaped the intervention to a great extent. ASPAG appreciated the progress made so far and appreciated the fact that the ACI 7 continues as outcome 7 in the Programme and Budget for 2016–17. Given that decent work deficits in small and medium-sized enterprises (SMEs) and poor working conditions in the informal economy are major concern of our region ASPAG supported the strategy of focusing on SMEs and the informal economy. ASPAG emphasized that the strategy has to focus on making compliance easier for these enterprises through appropriate technological and regulatory mechanisms thereby encouraging them for more and better compliance. Furthermore, since the growing influence of Global Supply Chains has new implications in the context of compliance

mechanisms, ASPAG welcomes the carrying out of the “International Conference on Promoting Workplace Compliance including in Global Supply Chains” at the Hague in October 2015. We also look forward to a general discussion at the 105th International Labour Conference on the issue of decent work in global supply chains and hope that it will be conducive in identifying compliance gaps. While ASPAG appreciated the ILO development cooperation programmes, such as the Sustaining Competitive and Responsible Enterprises (SCORE) programme and the International Programme for the Elimination of Child Labour (IPEC) it stressed that these should be seen as guiding tools for improving overall working conditions and the results unless applied to a sizable labour market, should not be taken for benchmarking. The efforts at the field should be to help countries develop indigenous tools, specific to their national requirements, on the same lines. With regard to the role of private compliance initiatives (PCIs), ASPAG was of the view that private accreditation, auditing or monitoring schemes should not be seen as replacements for public enforcement. The supremacy of ILO standards must be upheld.

Update on the implementation of the promotional framework and follow-up to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), including ILO collaboration with other intergovernmental and international organizations

21.62 The intervention was presented by India who is the coordinator of ASPAG group on behalf of ASPAG.

21.63 ASPAG appreciated the progress made in the implementation strategy of the MNE Declaration. ASPAG also welcomed the fact that the MNE Declaration was referenced in the annexes to the G20 Framework on Inclusive

Business as the principal normative instrument. ASPAG believes that the success and sustainability of multinational enterprises are crucial to economic growth and to addressing the global jobs crisis. This is true especially within the context of the increased internationalization of enterprises and hyper-globalization. ASPAG, therefore, fully endorses the ILO's mandate in relation to multinational enterprises which encourages the growth of decent jobs in multinational enterprises. ASPAG believes that the information-gathering mechanism can play a key role in guaranteeing that the MNE Declaration can be robust, credible and relevant. ASPAG would appreciate further details from the Office on the information-gathering mechanism.

Legal Issues and International Labour Standards Section (LILS)

The Standards Initiative: Tripartite Working Group on the Standards Review Mechanism

21.64 ASPAG intervention on this very critical agenda item was drafted and presented by India. ASPAG recalled in its intervention how International Labour Standards have been the guiding instruments on matters of labour for last 9 decades. The World of work has changed tremendously driven mainly by globalisation and the unprecedented interdependence of national economies on each other. The challenges have further been intensified in recent times after the global economic crisis. ASPAG welcomed the broad consensus achieved on the Terms of Reference of the SRM Tripartite Working Group. Recalling the comments submitted by ASPAG to the tripartite consultations on the draft ToRs the intervention stated that it is necessary to ensure that the SRM Working Group takes a holistic approach. It may consider the work done earlier, including and as appropriate the work carried out by the Cartier Working Group to rationalize the workload of SRM. Due care must be taken to

ensure that in fulfilling its holistic mandate, the SRM Working Group should not, at any cost, compromise the protection of the workers' rights and/ or sustainability of the enterprises.

21.65 ASPAG noted that a number of decisions for the working of the group have been left open-ended for decision to be taken by the tripartite group including that about the scope of review, the time frame and participation of advisors and advised that these decisions to be brought to the GB for approval. We further expect that in due course any proposed changes to standards will be put for approval by the ILC, which is the supreme forum to decide on all matters of labour.

G20 Labour and Employment Ministers' Meeting at Ankara Turkey during 3-4th September 2015

21.66 G20 Labour and Employment Ministers' Meeting (LEMM) under Turkish Presidency was held in Ankara Turkey during 3-4 September 2015. The Ministerial Meeting was preceded by the 4th Meeting of Employment Working Group and was followed by the Joint Meeting of Finance and Labour Ministers of G20 Countries. Indian Delegation for LEMM was led by Minister of State (Independent Charge), Labour and Employment, Shri Bandaru Dattatreya.

Erstwhile Task force on Employment (TFE) was made into full-fledged, permanent Employment Working Group from 2015 following the Leaders' endorsement of the decision in Brisbane Declaration 2014. In its inception year, G20 EWG under Turkish Presidency in its ToR focused on 3 i's : inclusiveness, implementation and investment for growth. The Group recognised the challenge to identify and implement the public policies aimed at fostering strong, sustainable, job-rich and inclusive growth as its primary target. The causal relationship of growing inequality and the reducing share of labour income was also established

following the inputs from International Organisations. Wage Policy was hence recognised as one of the prime policy instrument to correct labour market imbalances. The other thrust area for the employment working group was strengthening public employment service to counter the prevailing information asymmetry in the labour market. The G20 Skill Strategy was a priority that was developed throughout the year in close coordination with the Development Working Group –HR Pillar. The Employment Working Group decided to build on the work done by the sub group formed in 2014 on OSH under Australian Presidency. The issue of Labour mobility and its relevance to different countries was discussed at length by the Working Group. The overall emphasis on developing synergy with the framework working group to have employment plans well planted into the overall growth strategy was reflected in the joint working of two groups through the year that finally culminated in the joint ministerial meeting of finance and Employment track following the Labour Ministers' meeting.

21.67 The Labour and Employment Ministerial Meeting (LEMM) was divided into 3 theme sessions besides two special sessions and a concluding session wherein the Ministers adopted the Labour Ministerial Declaration. The Ministerial was preceded by a Senior Officers' Meeting on 2nd September 2015 wherein the LEMM Declaration was finalised following detailed discussion in the three EWG meetings and countless emails between the Group.

21.68 The Forenoon sessions on the first day of LEMM were interactive sessions with Social Partners and Engagement Groups. Besides L20 'Labour 20' and B20 'Business20', G20 works with 3 working Groups: C20 'Civil Societies', Y20 'Youth 20' and T20 'Technology20'. This year, after the adopting the commitment on raising participation of women in labour market another prominent engagement group 'Women20' or W20 was added

to this set up. The groups presented their recommendations to the G20 EWG for consideration. The contribution of these groups has also been acknowledged in the LEMM Declaration.

21.69 The International Organisations ILO, OECD, World Bank and IMF made their presentations to the Group in the next session. The presentation gave an in depth analysis of prevailing economic situation its various aspects, challenges and analysed the policy response proposed by the G20 countries. The concerns were raised about extremely slow recovery from global economic crisis which is threatening to set a negative spiral of growth in majority of the country. International Organisations also commented on the LEMM declaration specifically the proposed commitment on youth employment. The linkage of youth unemployment to educational and Vocational Training was also established through the available statistics and the flexible approach in committing to country specific target was also acknowledged.

G20 Labour and Employment Ministers' Declaration

21.70 The three thematic sessions to follow were based on the themes contained in The G20 Labour and Employment Ministers' Declaration. The Declaration focused on 3 i's which are inclusiveness, investment and implementation. The Declaration relied on the decisions from previous years and deliberations held in 3 meetings of Employment Working Group. It also relied on strong inter-linkages between employment and overall growth strategy to ensure a job rich growth. The data and research by International Organizations particularly ILO, OECD and World Bank provided valuable evidence based inputs for the recommendations. The Declaration had 3 parts: (1) More Inclusive labour Markets (2) Investing in Human Resources and (3) Implementation through effective monitoring which were also the themes of three technical

sessions. The Declaration emphasized on issues including, creating employment and increasing inclusiveness in the labour market through better linkages in education, vocational training and skill development. It also talks about the G20 Training Strategy as a comprehensive policy environment for better and more jobs and better employment linkages as well as the policy commitments made last year in the area of OSH. Most prominently it proposed for Leaders to consider the adoption of a G20 target on reducing the share of young people who are most at risk of being left permanently behind in the labour market by 15% by 2025. To reach this target, depending on national circumstances, countries will focus our efforts on young people with low skills and qualifications; those who are neither in employment, nor in education or training (NEET); or the low-skilled who are NEET or informally employed. To this effect the LEMM declaration also endorsed a set of policy principles to improve youth labour market outcomes in our economies.

Address by Hon'ble MoS (Independent Charge), Labour and Employment, India

21.71 Hon'ble MoS (Independent Charge), Labour and Employment, Shri Bandaru Dattatreya addressed the G20 Ministers meeting in the first theme session on "More Inclusive Labour Markets". In his intervention the minister said that India is committed to inclusive growth. He stated that We are the youngest nation in the world so far as demographics are concerned and to provide jobs to the 10 million youth joining the workforce every year is our first and foremost priority. Minister expressed happiness over the fact that G20 is looking at the issue of youth employment in context of strengthening the labour market fundamentals particularly the linkage of education with vocational skills and strengthening of employment services which is very attuned to our priorities as well. He talked about the labour reforms being pursued by the Government to promote a conducive business

environment. He also elaborated the new initiatives by India to strengthen public employment services such as National Career Service platform which was also one of the prime focus area of G20 under Turkish Presidency. He said that Government is committed to financial inclusion and extending social security to all. He said that G20 must work as a platform to promote intense international cooperation of issues of Employment and Labour mobility. He strongly advocated for international labour mobility and said that people should have free access to opportunities across the globe. This is essential to increase productivity of labour as well as to balance the demand and supply mismatch for skilled labour. He called for a constructive collaboration amongst the G20 countries.

21.72 The Labour and employment Ministerial declaration was adopted at the end of the thematic sessions. Apart from adopting the collective commitment on youth employment, the forum reiterated their commitment to decisions already taken on the issues of occupational safety & Health, female participation and inclusive growth. There was also an agreement on developing a synergy between employment track and finance track as well as development working group –human resource pillar to have a cohesive strategic policy framework.

Joint Meeting of G20 Finance and Labour Ministers

21.73 The joint meeting of G20 Finance and Labour Ministers was a closed meeting that deliberated upon the core themes of Turkish Presidency on “growth and employment” and “inequalities”. Making his intervention to the joint forum, Hon'ble MoS (independent Charge), Labour and Employment, Shri Bandaru Dattatreya, welcomed the focus of Turkish Presidency on inclusive growth and employment generation. He said that employment generation is both a cause and consequence of economic growth. On one side

we need to have enough economic activity in national and global economies to ensure that sufficient jobs are generated and on the other hand we must make sure that our workforce is prepared to take advantage of these employment opportunities. Talking about last decade of low employment growth in India despite a very high rate of overall economic growth, he said that India acknowledges the urgency of ensuring a job rich growth after a decade of disconnect between economic development and employment generation. It is extremely critical that employment policy now takes the centre stage of development goals and growth strategy in both national and international context. He outlined India's flagship initiatives like Make in India, Skill India and Digital India which are collectively meant to encourage global investment particularly in manufacturing to create sufficient employment opportunities while at the same time appropriately skilling the labour to take advantage of these opportunities and providing for an efficient delivery of financial inclusion, health and education services across the country. He discussed the Labour reforms agenda being pursued by the government and the initiatives to strengthen the public employment services. He stated that labour is one of the most critical factors of production. It is important to acknowledge that sustainable development and inclusive growth can be achieved only when the goals of employment and employability are in tune with the goals of industrial development and growth. It is our vision to have an environment which is conducive for inclusive growth and development of the country. He expressed his strong belief that these challenges can be met through close cooperation facilitated by the G20 to strengthen the integration of coordination of growth policies with labour, employment and social issues.

Meetings on the sidelines of G20 LEMM

Bilateral Meeting with Ms. Priti Patel, Labour Minister, UK

21.74 Minister of State (Independent Charge), Labour and Employment, Shri Bandaru Dattatreya and Indian delegation comprising of Secretary, (L&E), Indian Ambassador to Turkey, Shri Rahul Kulshreshtha and Ms. Anuja Bapat, Director, Ministry of Labour and Employment had a very constructive discussion with the British delegation led by Labour Minister UK, Ms Patel who is also the minister for the Indian Diaspora in United Kingdom. The discussion touched upon various issues related to the labour market initiatives taken by the two countries and on exploring possibilities of deciding upon areas of mutual cooperation during the forthcoming visit of Hon'ble Prime Minister of India to UK in November 2015. United Kingdom has had substantial success in transforming the apprenticeship model recently in the country. Minister appraised the UK delegation of the initiatives taken in the field by India particularly the legislative amendments and the Apprentice Protsahan Yojna. The two sides agreed to work on identifying area of cooperation and possibly working on a draft MoU.

21.75 A short meeting with OECD Secretary General, Mr. Angel Gurrea also took place wherein Secretary General OECD appreciated India's recent Initiatives for inclusive economic growth and expressed OECD's keenness to collaborate with India on issues of Labour Policy. He also invited the Minister to the OECD Labour Ministerial scheduled to take place in January 2015. Minister praised OECD for their valuable research inputs particularly for the forum of G20 which has helped to make the deliberations at this forum much more meaningful and constructive.

Action points emerging out of the G20 Labour Ministerial and Bilateral meetings:

21.76 If the quantitative commitment by G20 LEM Declaration of reducing unemployment of low skilled youth by 15% by year 2025 is upheld by the Leaders then it implies that country makes a choice as to which group amongst youth the country wants to target and then reports about progress towards target to the G20 through a self-reporting template. We need to clearly state which group we might be interested given the fact that NSS data on employment and unemployment is available only after 5 year, we need to decide the mechanism as to how this information would be collated.

21.77 We need to identify possible area of mutual cooperation that can be pursued/initiated during the forthcoming visit by Prime Minister of India to UK possibly in the field of Employment Services and Vocational Training.

Technical Cooperation Programmes

21.78 India and ILO share a very significant and fruitful cooperation in various technical programmes in the areas of employment, occupational safety & health, improvement of working conditions, up gradation of technical facilities and skills development, management consultation development, social security, skill development and other labour related issues.

21.79 Under the Active Partnership Policy of the ILO, collaboration between India and ILO is supported by technical inputs from the multidisciplinary teams at ILO, New Delhi as well as by the technical departments at the ILO Headquarters. The technical specialists provide advisory services in international labour standards, statistics and also discuss areas of possible collaboration in future. The tripartite machinery of the Government, workers' and Employers' Organizations, worked closely with the ILO in identifying the major Decent Work country

Programmes objectives for the ensuring years.

21.80 A number of officers from Ministry of Labour & Employment were deputed for training, workshops, seminars and meeting under fellowships provided by ILO.

21.81. ILO also utilizes the training facilities available in a number of institutions under the Ministry of Labour & Employment in India including V.V. Giri National Labour Institute, Central Labour Institute (Mumbai), Regional Labour Institutes (Kolkata, Kanpur & Chennai), Vocational Training Institutes under the Directorate General of Employment and Training and various other premier institutes of the country.

Multilateral Cooperation

High-level International Meetings

21.82. Some of the prominent International meetings where India participated actively include:-

- Shri Vinod Kumar, Director and Ms. Pragyasmitha Sahoo, Assistant Director attended ILO's informal consultation for Informal Economy during 8-9 April, 2015 in Geneva, Switzerland.
- Shri Manish Kumar Gupta, Joint Secretary, Ministry of Labour & Employment and Shri Pravin Srivastava, Deputy Director General (Employment) attended 'First All Russia Labour Protection Week' during 13-17 April, 2015 in Sochi, Russia as well as First Meeting of 'Sub Group on Labour Share and Inequalities' and 'Second Meeting of the G20 Employment Working Group on 06.05.2015 in Istanbul, Turkey.
- Ms. Meenakshi Gupta, Joint Secretary & FA, Ministry of Labour & Employment attend the training course at Turin, Italy during 08-19 May, 2015 on Result Based Management in Public & International Organization.
- A high level delegation led by Shri Bandaru Dattatreya, Hon'ble Minister of State for Labour and Employment (Independent Charge) attended the 104th Session of International Labour Conference of ILO and 324th Session of Governing Body of ILO held at Geneva from 31st May to 13th June, 2015
- Shri Shankar Aggarwal, Secretary (L&E) alongwith Smt. Anuja Bapat, Director, MOLE attended the fourth meeting of the G20 Employment Working Group on 02.09.2015 in Ankara, Turkey.
- A high level Indian delegation led by Shri Bandaru Dattatreya, Minister of State for Labour and Employment (Independent Charge) alongwith Shri Shankar Aggarwal, Secretary (L&E), Smt. Anuja Bapat, Director, Ministry of Labour & Employment and Shri C.Sudharsan Reddy, Private Secretary to Minister of State for Labour and Employment (Independent Charge) attended G20 Labour and Employment Ministers' meeting during 3-4 September, 2015 in Ankara, Turkey.
- Shri Raj Kumar, Under Secretary, Ministry of Labour & Employment represented Ministry of Labour & Employment in the ILO's Inter-Ministerial delegation to Jakarta, Indonesian under the SCORE programme during 13-18 September, 2015.
- Shri D. Chaudhuri, Deputy Director General, Ministry of Labour & Employment attended ILO's Training Programme on 'Building Effective Wage Policies' during 28th September to 2nd October, 2015 in Bangkok, Thailand.
- Shri R.K Sharma, PSO to Secretary (L&E) had attended ILO's Training Programme on 'Academy on Decent Work in Rural Economy' during 12-23 October, 2015 in Turin, Italy.

- Shri Chanan Ram, Director, Ministry of Labour & Employment had attended ILO's Training Programme on 'Decent Work for domestic Worker' during 26–30 October, 2015 in Turin, Italy.
- Smt. Anita Tripathi, Deputy. Secretary. Ministry of Labour & Employment attended ILO's Training Programme on 'Youth Employment' during 12-23 October, 2015 in Turin, Italy.
- Shri Shankar Aggarwal, Secretary (L&E) & Shri P.P.Mitra, Principal Labour & Employment Adviser attended the 78th Session of the Board meeting of International Training Center of ILO during 29-30 October 2015 in Turin, Italy.
- Dr. Mathisekaran, DG, Labour Bureau has attended ILO's Training Programme on 'Academy on Labour Market Statistics and Analysis' during 02-13 November, 2015 in Turin, Italy.
- Shri Shankar Aggarwal, Secretary (L&E). and Shri Pravin Srivastava, Dy. Director General (Employment) attended the Preparatory Working Group Session for First BRICS Labour and Employment Ministers meeting during 18-19 November, 2015 in Moscow, Russia.
- Shri G. Venugopal Reddy, Joint Secretary Ministry of Labour & Employment had attended ITC/ILO's Global knowledge Sharing Forum on Transition to Formality during 23-27 November, 2015 in Turin, Italy.
- Shri A.K. Panda, Economic Adviser, Ministry of Labour & Employment has attended ILO's Training Programme on 'National programmed and systems of occupation safety and health' during 23.11.2015 to 04.12.2015 in Turin, Italy.
- Shri J.K. Sagar, Additional CLC (C) has attended ILO's Training Programme on 'Academy on Labour administration and

Labour Inspection' during 30.11.2015 to 11.12.2015 in Turin, Italy.

- Shri Bandaru Dattatraya, Minister for State for Labour and Employment (Independent Charge) alongwith Shri K.K. Jalan, Central Provident Fund Commissioner, Shri G. Venugopal Reddy, Joint Secretary, MOLE and Shri C. Sudharsan Reddy, Private Secretary to Minister for State for Labour and Employment (Independent Charge) attended the 5th ASEM Labour and Employment Ministers' Conference during 03-04 December, 2015 in Sofia, Bulgaria.

21.83 Some of the prominent International Delegations visited India to meet officials of Ministry of Labour and Employment are:-

- Ms. Tomoko Nishimoto, Assistant Director General and Regional Director, ILO Office for Asia and the Pacific to India visited Ministry of Labour & Employment. A meeting was held between Hon'ble LEM and Ms. Tomoko Nishimoto on 04.08.2015.
- A Bangladesh delegation on study tour to India visited Ministry of Labour & Employment. A bilateral meeting was held with JS (MG) on 18.08.2015.
- Ms. Sandra Polaski, Dy. Director General (Policy), ILO, Geneva visited Ministry of Labour & Employment on 05.10.2015. A meeting was held between Ministry of Labour & Employment led by Secretary (L&E) and ILO led by Ms. Sandra Polaski to discuss the issues of mutual concern.

