




REVIEW OF DECENT WORK COUNTRY PROGRAMME FOR INDIA 2013-17



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Abbreviations

ACIs	Areas of Critical Importance
ACMA	Automotive Components Manufacturers Association
ACTEMP	Bureau for Employers' Activities
ACTRAV	Bureau for Workers' Activities
AEPC	Apparel Export Promotion Council
AIDS	Acquired Immune Deficiency Syndrome
AIOE	All India Organisation of Employers
BFTs	Barefoot Technicians
CIE	Council of Indian Employers
CPR	Country Programme Review
DFID	The U.K. Government's Department of International Development
DGFASLI	Directorate General, Factory Advice and Labour Institutes
DWCP	Decent Work Country Programme
DWT/CO-New Delhi	International Labour Organization's Decent Work Team for South Asia and Country Office-New Delhi
EFI	Employers' Federation of India
EO	Employers' organizations
FICCI	Federation of Indian Chambers of Commerce and Industries
FPRW	Fundamental Principles and Rights at Work
GII	Global Innovation Index
GoI	Government of India
HIV	Human Immunodeficiency Virus
HQ	Headquarters
ILO	International Labour Organization
ILS	International Labour Standards
JAF	Joint Action Forum
ITC Turin	International Training Centre, Turin
LMIS	Labour Information Management System
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MII	Make in India
MoLE	Ministry of Labour and Employment
MoIA	Ministry of Overseas Indian Affairs (now under Ministry of External Affairs)
MoMSME	Ministry of Micro, Small and Medium Enterprises
MoRD	Ministry of Rural Development
MoSPI	Ministry of Statistics and Planning Implementation
MoU	Memorandum of Understanding
MSMEs	Micro- small- and medium-sized enterprises
NACO	National Aids Control Organisation
NATS	National Apprenticeship Training Scheme
NGO	Non-governmental organizations
NITI Aayog	National Institution for Transforming India
NORAD	Norwegian Agency for International Cooperation
NSDA	National Skill Development Agency
OECD-DAC	Organisation of Economic Co-operation and Development-Development Assistance Committee

OSH	Occupational safety and health
PMGSY	Pradhan Mantri Gram Sadak Yojana
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PWDs	Persons with Disability
RB	Regular Budget
RBSA	Regular Budget Supplementary Account
RBTC	Regular Budget Technical Cooperation
RMG	Ready-made Garment
RPL	Recognition of Prior Learning
RTI	Right to Information
RSBY	Rashtriya Swasthya Bima Yojana (National Health Insurance Scheme)
SC/ST	Scheduled caste/scheduled tribe
SCOPE	Standing Conference of Public Enterprises
SCORE	Sustaining Competitive and Responsible Enterprises
SDGs	Sustainable Development Goals
SDIP	Skills Development Initiative Programme
SHG	Self-help group
SIYB	Start and Improve Your Business
SMEs	Small and Medium Enterprises
TA	Technical assistance
TC	Technical cooperation
ToR	Terms of reference
ToT	Training of Trainers
TUs	Trade unions
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV /AIDS
UNDAF	United Nations Development Action Framework
UNIDO	United Nations Industrial Development Organization
VVGNI	V V Giri National Labour Institute
WO	Workers' organization
XBTC	Extra-budgetary technical cooperation

Executive Summary

Decent Work Country Programme for India (2013-17)

The Decent Work Country Programme (DWCP) is a time-bound and resourced programme that the International Labour Organization (ILO) develops in consultation with its constituents in a country. The current DWCP for India was developed for a five-year duration (2013 to 2017). The DWCP was developed in consultation with the tripartite constituents and it defined four priorities including: International Labour Standards; Fundamental Principles and Rights at Work; Job-Rich and Inclusive Growth; National Social Protection Floor; Workplace Compliance; Labour Administration, Tripartism and Social Dialogue at National and State levels.

Country Programme Review

A Country Programme Review (CPR) is a standard process followed by all ILO Country Offices to assess the appropriateness of their DWCP. Kaarak Enterprise Development Service Private Limited was commissioned by the ILO Decent Work Team for South Asia and Country Office for India (henceforth, *the ILO*) to undertake CPR of the present DWCP (2013-17). The review attempts to analyse the effectiveness of strategies elaborated under the current DWCP and examines the performance against its priorities and outcome areas. It also explores the facilitating and limiting factors that affected attainment of results and provides suggestions and recommendations that could be considered for future DWCP.

Methodology

The review followed ILO's standard policy on evaluation and looked into the following criteria- Relevance & Coherence, Effectiveness, Efficiency, Results & Impact, Sustainability, and other cross-cutting areas of assessment. The review team followed a consultative approach and findings were triangulated from multiple sources. The review team used desk review, online survey and qualitative interviews with a wide range of constituents and stakeholders. The online survey tool uses ILO's EVAL recommended six-point scale to collect and analyse responses.

Key Findings

Relevance and Coherence

The India DWCP 2013-17 was preceded by an intensive diagnostic study of the world of work and was developed through a series of consultations with constituents and other stakeholders. The result areas were jointly identified and consented by the constituents. Within the broad framework of DWCP, the ILO remained flexible to respond to the emerging technical assistance requests by the constituents. Majority of these issues remain relevant to date and are likely to be pursued by constituents and the ILO. While the review team notes significant improvement from the last DWCP (2007-12) document in terms of quality of results framework, the logical connect of results could be sharper and the strategy described could benefit from better elaboration of the role of constituents in achieving outcomes.

Effectiveness

The review notes significant progress on most DWCP outcomes. Increased pace of policy reforms at the national level; greater demands of technical assistance by state governments; close working relations of the ILO and its constituents; availability of in-house technical experts and greater outcome orientation within the ILO were the key factors that contributed to DWCP results.

The ILO was able to retain its position as a trusted technical and normative agency on labour, skills, entrepreneurship, enterprise development, social security and employment oriented growth. The ILO is recognized as a lead agency on decent work agenda by other UN agencies and has been entrusted to lead this agenda at the national and state levels.

A number of relevant ministries/government agencies (primarily, Ministry of Rural Development,

Ministry of Statistics and Programme Implementation, Ministry of Skill development and Entrepreneurship, Ministry of Micro, Small and Medium Enterprises, VVGNLI, National Skill Development Agency, NITI Aayog) collaborated with the ILO over the country programme period. Significant technical inputs were given on the issues of skill development, entrepreneurship promotion and sustainable enterprises. Mainstreaming principles of rights as work, inclusion, gender equality in large scale training programmes of the government was an effective strategy for wider outreach of the ILO mandate.

A number of important knowledge products were developed that facilitated informed policy discussions on issues such as labour statistics, female labour force participation, social protection, wages, skill development, OSH, employment strategy, to name a few.

Through its work with states, the ILO could bring new perspectives to issues such as migration, vulnerability of workers in informal sectors (domestic workers, brick kiln workers, child labour and others) with centrality of labour rights and international standards. Greater cohesion was created between different stakeholders working on these issues at the state level. However, the ILO will need to have a strategic approach for responding to technical assistance demands by the states.

Progress on outcomes related to tripartism and social dialogue suffered due a number of reasons, including lack of consented action plan by constituents. The positive aspect is that all the three constituents recognize the need to strengthen Social Dialogue and Tripartism at national and state levels. Trade unions need to strengthen a common understanding on issues that are open for debates and reforms. They will also benefit from strengthening their capacities for research and use of evidence in dialogues and policy inputs.

The ILO and the constituents also need to have a model or strategy in place to advance their past work on domestic workers, vulnerable migrant workers, child labour and SME. In global programmes, such as SCORE, constituents expect greater flexibility in terms of contextualizing the SCORE methodology and adapting it to cover larger number of enterprises. More integration with productivity enhancement tools being promoted by the government was also suggested for larger outreach of programmes like SCORE.

In the next DWCP period, the ILO and constituents should consider developing a formal review process (such as annual meeting on DWCP) for tracking progress and finding solutions to challenges therein. The ILO should also bring greater focus on impact of results on the end-beneficiary.

Impact and Sustainability

Through their interventions, the ILO and constituents contributed to a number of policy and legal reforms that have lasting positive impact on labour related issues. Some of the key areas where technical assistance has a long-term impact are:

- Amendment to child labour and bonded labour legislations and national programmes. The former facilitated ratification of Child Labour Conventions (C138 and C 182).
- Technical inputs to NITI Aayog on skill development and job creation aspects in Vision 2030, 7-year Strategy and the 3-year action agenda.
- Technical inputs on national skill development and entrepreneurship policy; national policy on domestic workers; and employment strategy
- Technical inputs in development and applicability of skills indicators as part of skills development index framework developed by NITI Aayog
- Contribution to skills and entrepreneurship development strategies in Mizoram, Assam and Odisha
- SCORE pilot in 10 clusters under Lean Plus MII scheme.
- Wage code developed and approved by the cabinet for clearance.

- Developing national OSH profile and tripartite engagement in discussions on OSH.
- Drafting of migration policy by the Government of Andhra Pradesh.
- Adoption of Placement Agency and Domestic Work Regulation Bill by the Government of Jharkhand.
- Inclusion of decent work elements in state visioning exercise in Assam.
- Development and dissemination of National Indicator Framework for Sustainable Development Goals (SDGs)
- Inclusion of domestic workers in the scheduled list for minimum wages by state governments of Manipur and Mizoram.
- Support to the social security reform being undertaken by the Government of India
- Formation of a special department for social security in Odisha and making the welfare board for construction and other workers functional.

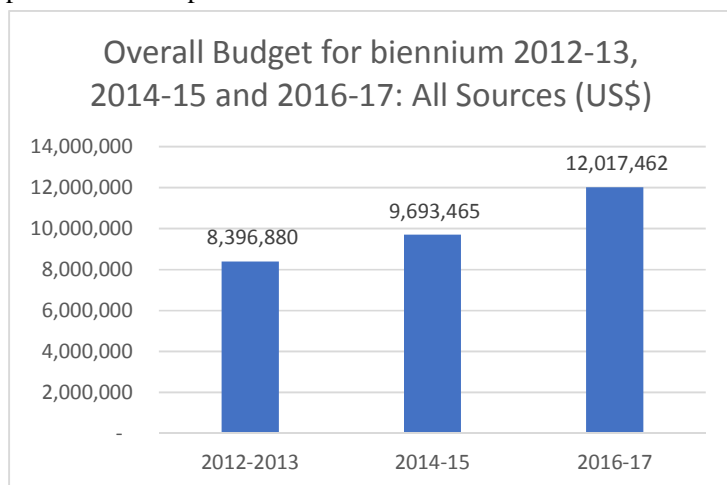
(For details, please refer page 31-32 of the main report)

Mainstreaming decent work and gender equality concepts through awareness and training materials has significantly increased the reach of these concepts to ground level workers such as community level women groups (under rural roads programme); barefoot technicians (under NREGA) and rural masons (under rural housing programme). Enterprise focussed interventions such as SCORE and SIYB also contributed to this effect.

The review notes that exit and follow up strategies need greater focus in future, particularly where significant resources are invested. Momentum built and results attained through ILO's support face the risk of weakening when the support is withdrawn. This would require more sustained, integrated and strategic intervention and strong capacity building component within ILO's interventions.

Efficiency

The ILO has been able to maintain a steady increase in resources along the three biennia. Biennial resource portfolio (all sources) increased by about 42% over the DWCP period. The resource portfolio can be presented as below:¹



Overall, the review shows that the ILO was able to use its human and financial resources in an efficient manner and maintained its outcome focus while delivering the country programme. The ILO was able to use the flexible resources in a manner that helped progress on outcomes that did not have

¹ Based on figures provided by DWT/CO New Delhi; includes all sources (RB, RBTC, RBSA, XBTC and others incl. EPA

donor funding.² New ways of resource mobilisation and resource sharing were explored and experimented that can form basis of such collaborations in future. The ILO Country Office for India coordinated well with the specialists at DWT and head-quarters to provide timely quality inputs to constituents. At the same time, reputed academicians and consultants were engaged to generate useful knowledge products.

Suggestions for the next DWCP

Themes	Suggested by				
	ILO	Govt	EOs	WOs	Other Partners
Inequality (income and rights)	✓				
Care economy (DW)	✓				
Skill development	✓	✓	✓		
Labour law reforms	✓			✓	
Migration including internal migration	✓				✓
Supply chains and home-based workers (informal economy)	✓				
Future of work	✓	✓		✓	✓
Advance the wage reforms agenda by strengthening tripartite mechanism for wage reform and review	✓	✓	✓		✓
Social Protection Floor: Bring best practices from other countries for employers' engagement on social protection	✓	✓	✓		
Support to labour statistics reform and LMIS	✓	✓			
Social dialogue/ capacity building of constituents	✓	✓	✓	✓	
Creation of quality jobs and employment arrangements in the changing context (project based workers) with appropriate safety net options		✓	✓		✓
Working conditions and safety at work		✓	✓		
Carve out role for EOs to work with the skill ministry			✓		
Informal workers including rural casual labour, agricultural worker and home-based worker that employs greater proportion of SC/ST and women				✓	
Technology as an enforcement system to enhance compliance					✓
Formalization	✓	✓		✓	✓
Labour administration	✓	✓		✓	✓
Sustainable enterprises	✓		✓		

► Recommendations

1. **Position DWCP as the primary framework of cooperation:** by repeated visibility to the document; having a formal tripartite DWCP review group in place; referring to DWCP more often in all of ILO's communications (internally or with the constituents).
2. **Retain DWCP priorities and outcome where continued work is required:** like, employment promotion, skill development, social protection, OSH, labour inspection and social dialogue.
3. **Bring greater thematic and geographic focus:** More strategic approach for extending support at the state level is required; set of indicators can be developed for the same.

² The analysis also shows that almost all of the TC funding was received for outcomes under priorities 1 and 2 while the other two priorities were largely supported through other sources.

4. **Provide a clear set of offerings to constituents on priority issues**, so that constituents are clear about what the ILO can offer on a given issue.
5. **Reposition the collaboration approach with constituents:** By developing a spirit of partnership for DWCP.
6. **Increase engagement with SMEs and their associations:** Past relations built with SMEs and their associations should be used to enhance outreach in MSME sector on issues such as OSH, sustainable enterprises, labour law compliance, gender equality at workplace.
7. **Continue efforts to work out new resource-sharing/funding modalities:** Examples include the MoRD-World Bank-ILO experiment under the PMGSY programme and partial funding by government for ILO-led research (e.g. in Uttar Pradesh). Such modalities should be included in consultations that are to be held for DWCP formulation.
8. **Make TC projects more aligned to ILO's mandate in India:** By better reference to DWCP commitments during project design phase and selecting geographical areas, sectors, partners and beneficiary groups accordingly.
9. **Further strengthen communication and visibility strategy, especially at the state and district levels:** Constituent-level strengthening of communication and visibility strategy can also be considered.

I. Introduction to Country Programme Review

Decent Work Country Programme for India (2013-17)

The Decent Work Country Programme is a time-bound and resourced programme that the International Labour Organization (ILO) develops in consultation with its constituents in every country that they work in. All over the world the ILO uses this programme as a main vehicle to support countries. DWCPs have two basic objectives- they promote decent work as a key component of national development strategies; and at the same time, they organise ILO's knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent Work Agenda. The current DWCP of India is the second country programme prepared for the country and it covers the five-year duration from 2013 to 2017. All the programmes and activities undertaken during these five years are aligned to the DWCP.

The current country programme builds on the previous DWCP (2007-12) incorporating the recommendations of the independent evaluation that was undertaken of the previous country programme. It is also aligned with the 12th Five Year of India (2012- 17) specifically around the two policy challenges reflected in the Plan: (1) accelerating and sustaining economic growth; and (2) promoting greater inclusion to ensure that more people benefit from the expansion in economic activity and increase in incomes. The programme was also aligned to the United Nations Development Action Framework for India (2013-17) and the 8 areas of critical importance (ACIs) at the global and country level.

The programme was developed in consultation with the tripartite constituents, and it reflects the needs and priorities of the constituents (while keeping itself aligned to the national and global frameworks mentioned above). The programme reflects a joint commitment by the ILO and its constituents to work towards the outcomes defined in the DWCP. The table below illustrates the priorities and outcomes defined in the DWCP (2013-17):

Priority 1: International Labour Standards and Fundamental Principles and Rights at Work promoted.
Outcome 1.1: ILO Conventions, with focus on core conventions, ratified Outcome 1.2: Enhanced application of ratified conventions and the 1998 ILO Declaration on Fundamental Principles and Rights at Work (FPRW)
Priority 2: Policies for Job-rich and Inclusive Growth Promoted, especially for Women, Youth and Disadvantaged groups.
Outcome 2.1: Integration of Employment Objectives in Policies and Programmes with a focus on women, youth and workers in the informal economy Outcome 2.2: Improved policies and programmes on sustainable enterprise development and formalization Outcome 2.3: Enhanced regulatory and delivery mechanisms to promote access and inclusion in skill development Outcome 2.4: Strengthened integration and harmonization of labour statistics
Priority 3: National Social Protection Floor Built and Workplace Compliance Strengthened.
Outcome 3.1: Expanded and Strengthened social protection coverage progressively contributes to the building of a national social protection floor. Outcome 3.2: More women and men, both in the formal and informal economy, have access to social protection and improved working conditions.
Priority 4: Labour Administration, Tripartism and Social Dialogue at National and State levels enhanced.
Outcome 4.1: Strengthened National and State level tripartite mechanisms for effective social dialogue and industrial relations. Outcome 4.2: Enhanced social dialogue on labour governance and on compliance with labour laws. Outcome 4.3: Consensus built and a roadmap towards revision of labour laws adopted.

The above-mentioned results were delivered through a set of Country Programme Outcomes (CPO), the key means of planning, resource allocation and reporting within ILO's internal systems. A mapping of CPOs against DWCP priorities and outcomes is provided as **Annex IV**.

Country Programme Review

A Country Programme Review (CPR) is a standard process followed by all ILO Country Offices to assess the appropriateness of their DWCP. Kaarak Enterprise Development Service Private Limited (henceforth, Kaarak) was commissioned by the ILO to undertake a CPR of the present DWCP (2013-17). Kaarak has prior experience of working with the ILO on studies, documentation and evaluations and the review team were also part of the team evaluating DWCP India (2007-12). The team thus brought forth both their expertise in undertaking strategic evaluations and reviews as well their familiarity with ILO's prior work in India.

The specific objectives of the CPR exercise are:

1. *To analyse the effectiveness of strategies elaborated under the current DWCP*
2. *To examine the performance against DWCP priorities and outcome areas*
3. *To understand the facilitating and limiting factors that affected attainment of results*
4. *To provide emerging recommendations for consideration during the next DWCP formulation*

The CPR uses the standard OECD-DAC evaluation criteria-relevance, effectiveness, efficiency, impact of results and sustainability. It is a forward-looking exercise meant to present an analysis of achievements, shortcomings, learnings and recommendations that could benefit the next DWCP formulation process for India. The ToR is presented as **Annexure I**.

Methodology

The review team followed a consultative and participatory approach while also maintaining their independence. Multiple sources of information were probed and the findings have been triangulated based on evidence along the analysis criteria.

The review team has used both primary and secondary data to arrive at their findings; this section lists the methods used and the sources probed for the CPR.

Literature Review

An in-depth literature review has been undertaken by the team. The documents were sourced from the ILO Programme and Project teams as well online from ILO's website. The accompanying textbox lists the documents reviewed.

Data sources for desk review:

- ▶ DWCP 2013-17.
- ▶ Biennial Progress Reports of ILO DWT/ CO India.
- ▶ Prodoc and Progress Reports of the TC Projects.
- ▶ MoMs of meetings and consultations held with the constituents.
- ▶ Knowledge products developed by ILO.
- ▶ Reports/ Summaries of events and workshops held by ILO between 2013 and 17.
- ▶ MoUs signed with the government, private or civil society organizations
- ▶ Available evaluation reports.

Primary Data Collection

Primary data was collected through in-depth face-to-face interviews, telephonic interviews covering a range of stakeholders and group consultations with workers' organisations (WOs) and employers' organisations (EOs).

- ▶ **Face-to-Face Interviews:** In-depth interviews were conducted with the ILO programme, management and project teams, as well as the specialists at DWT New Delhi. Further, some face-to-face consultations were also held with government officials from various ministries and national institutions the ILO is currently working with.
- ▶ **Telephonic Interviews:** Short telephonic interviews were conducted with the key stakeholders and partners, as suggested by the different ILO teams. The names were selected keeping a

balance of geographical and thematic representation as well as trying to get the voice and opinion of the different kinds of organizations that the ILO has worked with in the last five years.

- ▶ **Half Day Consultation with Constituent Partners:** Two half-day group consultations were held with the workers' and employers' organizations. This was structured around facilitating the sharing of feedback and suggestions by the representatives from the constituent partners.

The detail list of respondents covered have been provided in **Annexure II**.

Online Survey

An online feedback survey tool was administered to respondents across categories. The online survey platform ensures confidentiality of respondents. The survey uses ILO's EVAL recommended six-point scale (*6 highly satisfactory; 5 satisfactory; 4 somewhat satisfactory; 3 somewhat unsatisfactory; 2 unsatisfactory; 1 highly unsatisfactory*) to collect and analyse responses. The responses have been collated and analysed along with the interview transcripts.

Data Collation and Analysis

All the interviews undertaken were transcribed and collated. The key insights from the interviews and the secondary literature were synthesized and triangulated. Thereafter, the DWCP framework as well as the evaluation framework was used to guide the analysis process. A Table of Contents for the Review report was developed and the findings populated in the report, keeping the language succinct and comprehensive.

Structure of the Report

This report presents the draft findings of the Country Programme review for comments and feedback by the ILO team, which will then be incorporated in the final report. Chapter 1 introduces the DWCP (2013-17) and the country programme review – its objectives and methodology. Key findings along the review criteria are presented in Chapter 2. Chapter 3 presents the conclusions and recommendations emerging from the analysis of wide range of interactions held as part of the review. This section also synthesises expectations and suggestions for the priorities, themes and directions for the next DWCP as expressed by respondents.

II. Key Findings

1. Relevance and coherence

1.1 Relevance of the DWCP-India (2013-17) to the national development context, ILO global priorities and UNDAF for India

The DWCP India 2013-17 was developed based on thorough context analysis and consultation with constituents and partners. The context analysis took into account the 12th Five Year Plan document, the key national plan document at the time of DWCP formulation. The priorities and outcome areas were defined in a participatory and consultative manner. Representatives of constituents who were part of the DWCP feel that the priorities and outcomes reflect common concerns of all parties and were very relevant to the decent work deficits identified by the government as well as other constituents. DWCP result areas were aligned with national priorities, with ILO's global agenda and with the UN Action Framework in India. The current DWCP also considered the findings of the independent evaluation of DWCP India 2007-12, especially in terms of strategic positioning of ILO's work. In that sense, it also sets a good example of use of evaluation in programme formulation.

1.2 Flexibility to respond to the emerging needs, challenges and opportunities

The DWCP is considered a living document meaning that within the larger framework of identified priorities and outcomes, the constituents and the ILO remain flexible to respond to changes in the context and/or to the emerging needs. Two major events occurred during this DWCP period that made realignment imperative—first was the change of government at the central level and the second was overhauling of the national planning institution whereby the planning commission of India was replaced with NITI Aayog which gives greater emphasis to cooperative federalism. The ILO remained flexible and responsive to these changes despite facing transition related difficulties after the change of regime at the central government level during 2014-15. ILO was also able to respond to TA needs expressed by a range of Ministries including Ministry of Rural Development, Ministry of Statistics and Programme Implementation, Ministry of Skill Development and Entrepreneurship apart from its consistent support to MoLE as well as to workers' organisations, employers' organisations and other partners who collaborated with the ILO in this period.

Notable shifts in ILO's strategy in India:

Significant changes are seen during the current DWCP period compared to that in ILO's approach over the previous DWCP (2008-12) period. These shifts are natural progression of the country programme, attributed to a number of internal and external factors including changes in the national context; greater openness on behalf of MoLE that facilitates working with other relevant ministries; increasing TA requests from state governments on critical decent work issues; the need to reach out to segments not covered by conventional WO/EO partners such as SMEs, international migrants etc.; and the need to experiment new ways of collaboration in the wake of resource constraints. Some of the notable shifts in ILO's approach to implementing DWCP 2013-17 are:

- Diversified and expanded partnerships using a 'constituent plus' approach
- Better focus on unorganized sector under various thematic areas (e.g. social protection; skills; migration and collectivization of vulnerable workers, SME)
- Engagement with state governments on policy and implementation design—includes filling knowledge gaps, bringing ILS into policy discussions, showcasing implementation designs (e.g. BoCW Board in Odisha), and including decent work in visioning (e.g. Govt of Assam), entrepreneurship promotion (e.g. Govt of Maharashtra) and migration.
- Alternative ways of resource mobilization explored. This includes TA under MoRD-World Bank-ILO joint project on rural roads and cost sharing for research and consultations
- Increased outcome orientation in ILO assistance to constituents and partners.

1.3 Coherence and logical fit of the DWCP priorities outcomes, outputs and strategies

The priorities and outcomes of the current DWCP were well consented and reflect a continuum of the past work along with emerging national priorities and future of work scenario. The priorities, outcomes and outputs are aligned well and the strategies elaborated therein outlines the delivery mechanism but the DWCP did not elaborate enough on the strategic interconnectedness of thematic areas. Further, while each of the DWCP outcome area is accompanied by a list of outputs and indicators, there is scope for improving the results framework. In particular, at several places the distinction between output and inputs is not clear.

A keener review of the DWCP document suggests that despite a consented results framework, the strategies elaborated under priorities and outputs do not provide much insight into the roles to be played by constituents. The initial idea of monitoring DWCP by forming a tripartite advisory committee was not fully implemented, partly due to change of government and ensuing transitions but also due to a general lack of interest among constituents to follow up on DWCP.

Relevance Summary: *The DWCP 2013-17 was preceded by an intensive diagnostic study of the labour context and was developed through a series of consultations. Almost all the priorities and outcomes identified by constituents are still relevant and likely to be pursued by constituents in near future. Within the broad framework of DWCP, the ILO remained flexible to respond to fulfill the emerging technical assistance requests by the constituents. CPR team notes significant improvement from the last DWCP (2007-12) document in terms of quality of results framework. The logical connect of results could be sharper and the strategy described could benefit from better elaboration of the role of WOs and EOs.*

2. Effectiveness

2.1 Effectiveness of Delivering on DWCP commitments

Priority 1: *International Labour Standards and Fundamental Principles and Rights at Work promoted.*

Outcome 1.1 ILO Conventions, with focus on core conventions, ratified

Ratification of child labour conventions (C138 and C182) by India is one of the key milestones achieved during this DWCP period. The government has also initiated dialogue with tripartite constituents on the two pending core conventions (C87 and C 98), which were so far largely off the table.

These achievements, especially the ratification of the child labour conventions, has been the result of last 15 years of ILO's and its constituents work on the pending conventions. The ILO and constituents built continuous pressure, generated awareness and evidence, and provided technical assistance to the government to create an enabling environment that paved the way for ratification of the two core child labour conventions (C138 and C182). The USDOL-funded child labour project promoted a strategy for a convergence-based approach on the elimination of child labour. The project also provided technical inputs to develop state action plans for elimination of child labour and organized guidelines on convergence and generic state-to-state protocol for migrant children. Apart from the TC funded projects, the child labour prevention and elimination agenda was supported through expert inputs on legislative reforms using RBSA resources as well. Some of the states, particularly in southern India had developed state action plans during the previous DWCP period while Jharkhand adopted one during this DWCP period.

Trade unions and their joint action forum (JAF) formed in the different states received ILO's continued support for advocacy and lobbying for ratification of pending core conventions. Despite ideological differences between the trade unions, they were able to unify with respect to these conventions and create continuous pressure on the governments. The 12-point charter of demands submitted by the trade unions to the government in 2015 included the demand for ratifying the four core conventions- C.87, C.98, C.138 and C.182. The advocacy for ratification of child labour conventions received full support of employers' organisations.

The ILO provided technical assistance to the government to amend the child labour legislations which enabled the government ratify the conventions. The ILO helped in drafting the draft Child Labour Monitoring, Tracking and Reporting System (CLMTRS) and briefed state representatives on the same. It also developed state-to-state protocol for migrant children. These efforts contributed to the approval of the revised National Child Labour Programme for funding in the 12th five-year plan and the approval of the Child Labour Amendment Bill by the Cabinet in 2015.

In 2016 the Ministry of Labour and Employment amended the Child Labour (Prohibition and Regulation) Act (2016). The ILO assisted the workers' organizations in providing feedback on the draft rules for the amended Child Labour Act. Further, the ILO provided continuous technical inputs to the MoLE by participating in the committees on drafting the rules and Standard Operating Procedures (SOPs) in line with C 138 and 182. In 2017, MoLE adopted the rules, list of hazardous occupations, standard operating procedures for implementation of the amended national legislation on child labour, through tripartite plus consultations. Once the legislations were in place, the government ratified the two ILO core conventions on child labour, C138 and C182. Further technical support is expected in prevention and monitoring of child labour, particularly at the state level.

[Outcome 1.2: Enhanced application of ratified conventions and the 1998 ILO Declaration on Fundamental Principles and Rights at Work \(FPRW\)](#)

The ILO and constituents were able to build upon the past work with workers in bondage/vulnerable to bondage. Based on the feedback from the ILO and consultation with social partners, the Ministry of Labour and Employment (MoLE) revised the scheme for bonded labour on rescue, relief and rehabilitation and developed SOP for streamlining rescue and delivering the rehabilitation package. With the help of the coordination and advocacy efforts of the ILO and its social partners, a model for labour exchange between two states was piloted with a focus on improving conditions of work, including wages for seasonal migrant workers in brick kilns.

Over the last 4 years, the work with migrant workers and women domestic workers gained further momentum through TC funded projects as also with technical support from DWT and HQ based experts.

The global "Work in Freedom" project of the ILO helped reach out to potential women migrant workers with information on safe migration and mobility by choice, and provided support in accessing jobs and local entitlements. It helped initiate policy dialogue at the national and state level (in Jharkhand, Chhattisgarh, Odisha, Kerala, Tamil Nadu and Bihar) on fair recruitment. The state labour department of Kerala developed an action plan to promote decent work for migrant workers; the Jharkhand labour department set up state level forum on "Mobility by Choice and Safe Migration"; and the Government of Tamil Nadu has agreed to work on migrant women in the garment sector.

Technical assistance was provided by the ILO and its partners on regulation of private recruitment and placement agencies, for inter and intra state migrants to enable fair recruitment into decent jobs. Technical inputs were also provided on the National Policy for Domestic Workers, regulation of private employment agencies placing domestic workers, showcasing innovative models of workers' collective/cooperatives for placement of domestic workers and organizing and unionizing them. State

governments of sending and receiving states are being supported to take policy measures to guarantee the rights of migrant workers, enhancing their access to social security provisions and to improve their working conditions.

The government as well as the social partners have been capacitated to bring in a 'labour right', 'safe mobility' and 'informed choice' perspective to migration. MoLE strengthened its focus on migration and forced labour linkages and organized workshops (in partnership with the ILO) to build knowledge on the labour law reform process relating to bonded labour, inter-state migrants and recruitment.

Two Memoranda of Understanding (MOU) have also been signed by MoLE and 6 State Governments across two major migration corridors. The MoU assigns roles and responsibilities of sending and receiving states of vulnerable migrant workers. Following the MoU, Central Cell on Migrant Workers was established at the national level (MoLE). Based on migration corridors, Inter State Coordination Committee was established for 6 states. In these 6 states, Plan of Action for convergence of central and state government resources to prevent workers from slipping into bondage was also developed.

The "South Asia Labour Migration" project helped strengthen the regulatory framework on migration by providing technical inputs to MOIA (now MEA)³. It also helped establish the All India Federation of Recruitment Association, strengthening of dialogue between GoI and Private Recruitment Agencies (PRAs).

Along with promoting a pro-choice and empowerment based migration model, the vulnerability of migrant workers to bondage and forced labour situations was also addressed. ILO's capacity building efforts (through workshops/ knowledge sharing events/ inter-state coordination meeting/ trainings/etc) has led to improved implementation of the Bonded Labour Act, 1976.

For the domestic worker segment, the TC, RBSA and RBTC-funded projects helped move the agenda and bring visibility to the rights of domestic workers by both the government and the employers. Their inclusion in the new 'The Sexual Harassment of Women at Workplace' (Prevention, Prohibition and Redressal) Act, 2013 and extension of health insurance to domestic workers reflect effective pursuance of the rights of women domestic workers by the ILO and constituents, particularly the trade unions. ILO provided technical support and multi-stakeholder consultation to the Government of Jharkhand for developing a Placement Agency and Domestic Work Regulation Bill, which has been passed by both houses of the parliament. A sectoral skills council for domestic workers was developed, which continues to be operational.

Good Practice

Bringing Recruiters on Board in Migration Project

Under the migration project, the ILO recognized the important role played by the recruiters, and worked towards recognizing and formalizing them. In the Indian context, recruiters are typically viewed with suspicion and ostracized or convicted that pushes them underground. ILO's approach was found to be innovative and in line with its effort to make the entire value chain of migration of transparent, accountable and pro-choice. ILO's work with the Private Recruitment Agencies (PRAs) in India led to establishment of All India Federation of Recruitment Association, strengthened dialogue between GoI and PRAs and improved pre-departure orientation programmes. The ILO facilitated with the Association's membership into the Federation of Indian Chambers of Commerce and Industry that gave PRAs representation and voice.

Although, ILO's work with the recruitment agencies is still at a nascent stage, but the ILO and partners have made important inroads in this sector, increasing the constituents' understanding and recognition of recruitment as a service industry and exposing a range of stakeholders to the concept of fair recruitment practices.

³ The Ministry of Overseas Indian Affairs now is subsumed within the Ministry of External Affairs

The ILO also provided technical support and developed partnerships for effective implementation of C100 (equal remuneration) and C111 (Discrimination-employment and occupation) through the relevant national legislations. In the process, the ILO provided capacity building support to the Ministry of Social Justice & Empowerment with FICCI for implementation of provisions of the Sexual Harassment Act in MSMEs.

Priority 2: Policies for Job-rich and inclusive growth promoted, especially for Women, Youth and Disadvantaged groups.

Outcome 2.1: Integration of Employment Objectives in Policies and Programmes with a focus on women, youth and workers in the informal economy

One of the key achievements under this outcome is the positioning of informal sector workers in employment, social security and labour law reforms discourse. The efforts made by ILO and constituents in this direction were in sync with government's increasing focus on informal sector workers in employment and social protection strategies. Inclusion of employment and decent work in sustainable development goals has also brought greater commitment and focus on inclusiveness of vulnerable workers in policies and programmes.

The ILO continued to provide extensive inputs on employment to MoLE, including for the national employment policy, particularly focusing on the low level of female labour force participation in India. As a result of this research and greater awareness of gender issues, MoLE has included this topic in the next Indian Labour Conference.

The ILO remained a close partner to National Institution for Transforming India (NITI) Aayog, and provided inputs on employment and skill development aspects in the vision, strategy and action agenda formulated by NITI Aayog. Significant technical inputs were provided for developing employment strategy framework and NITI Aayog's report on growth and job-creation. States governments of Odisha, Bihar and Assam were supported in integrating OSH, gender skills and entrepreneurship in their vision documents.

The MoRD-World Bank-ILO partnership on Rural Roads programme has been highly effective in bringing decent work and sustainability focus in rural roads work. ILO partnership was appreciated for introducing community-based and performance based contracting system that promotes community partnership in asset management. Based on this collaboration, national policy framework for maintenance of rural roads was adopted and 20 States formulated and notified their Rural Roads Maintenance Policies. 16 of these states have launched a performance-based maintenance contracts through community contracting with particular focus on women groups (locally called mahila mandals). These local groups take up first-hand monitoring and maintenance of rural roads. This, while providing decent employment to a large number of community based groups, also saves cost of the MoRD in constant construction and rebuilding of rural roads and promotes community ownership of assets.

In a separate initiative, ILO-developed Qualification Packs (QPs) and National Occupational Standards (NOS) for barefoot technicians (BFTs) under the NREGS, which have been approved by National Skills Development Corporation. MoRD trained over 450 master trainers who in turn trained 5500 BFT in 2016-17 while over 8000 are to be trained in 2017-18. Looking at the achievements of the BFT training model, the government sought out ILO's support to incorporate a similar model for the Prime Minister Grameen Awas Yojana (Prime Minister's Housing for All in Rural Areas) Programme as well. Thus, training materials for training of rural masons was prepared which has initiated in 3 states of India. An Action Plan to train 5,000 rural masons by December 2017 has also been prepared with ILO's technical assistance.

ILO supported MoLE in developing training curriculum for ToT who further trained nearly 1000 career counsellors. The career counsellors manage the recently developed web-based career counselling portal of the National Career Service, MoLE.

Good Practice

Bare Foot Technicians (BFT) training under MGNREGS

ILO's linkage with the NREGS demonstrates a good example of mainstreaming technical assistance, where the ILO is able to reach to a wider population in a sustained manner, with limited but critical inputs. At the request of the Ministry of Rural Development, GOI, the ILO developed training module for BFTs – a new cadre created by the MoRD under MGNREGS - and conducted initial training of trainers and piloted the training creating a pool of trainers. The training was then upscaled by MoRD (the anchor ministry for MGNREGS) following a cascade model whereby state level teams of trainers were prepared. The idea of BFT was part of the NREG legislation but it could not be rolled out due to lack of technical expertise within the ministry. Over time, the need for community based BFT became more apparent as assets created under MGNREGS needed regular monitoring and repair. Given the magnitude of the scheme, this could not be managed through engineers alone. In most cases, the repairs do not require high degree of engineering skills. The ILO's intervention thus ensures sustainability of assets created while simultaneously creating employment opportunities for the local youth. The BFTs are trained on a 3-month course and assured decent job in any Gram Panchayat (rural local governance unit) in the country. With a base module in place, MoRD is able to bring changes in the module in case new work categories are added under MGNREGS. The training materials incorporate decent work, specifically safety at work, no child labour, equal wages, working hours, social security, safe drinking water, and crèche facilities. This also helps model decent work conditions for other government led development programmes that involve community participation and labour. Encouraged by this initiative, the ILO was also requested to develop similar training module for the masons under the PM Awas Yojana (Prime Minister's Rural Housing Scheme).

Outcome 2.2: Improved policies and programmes on sustainable enterprise development and formalization

The SCORE programme under this outcome helped demonstrate a link between better working conditions and productivity to government as well as the business and industry associations. SCORE was initiated during the previous DWCP and continued during the current DWCP period with support from the Norwegian Agency for Development Cooperation and the Swiss Secretariat for Economic Affairs (SECO).

During 2014-15 the SCORE programme covered 90 SMEs employing about 5600 workers. Assessments have shown that 91% of the participant enterprises reported cost savings, 64% reported reduction in defects and 31% reported reduction in accidents.⁴

In August 2016, the MoMSME decided to pilot 'Make in India MSME Cluster Scheme' (also called Lean Plus Make in India Cluster Scheme) adopting SCORE module in 100 SMEs across 10 clusters in seven states. The pilot is expected to create synergies amongst existing MSME schemes such as Cluster Scheme (CFS), Lean Manufacturing Competitiveness programme LMCP (productivity) and labour management (team Building, trust etc.) and embed elements of fundamental principles and rights at work and decent work elements to improve outcome at enterprise-level. The pilot targets labour intensive sectors that cater to global supply chains. The ILO supports the MSME-Technical Development Centre in Agra (the implementation agency for the pilot and the national monitoring and implementation unit for the pilot) in implementing the pilot, particularly in training, field monitoring and expert guidance. The pilot scheme is currently underway. This is an important step forward

⁴ The ILO in India, January 2016; available at http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_493800.pdf

because it paves the way for incorporating decent work elements in existing SME capacity building programmes in the country.

The review however shows that buy-in for scaling up the SCORE model is limited as the government has its own schemes for productivity enhancement in MSME sectors. Overall, it emerges that the pilot should be assessed carefully in terms of its value-add, based on which strategy for upscaling or mainstreaming FPRW; decent work; and dialogue related elements in government led training programmes for MSMEs could be advocated.

The Federation of Indian Chambers of Commerce and Industries (FICCI) and Employers Federation of India (EFI) were also capacitated to set up a SCORE Training Centre for sustainable promotion, marketing and delivery of SCORE to its lead buyer members. Thereafter, 8 lead buyers in India from different sectors - automobile, light engineering and ready-made garment (RMG) - adopted SCORE Training to improve productivity and working conditions in more than 106 SMEs in their supply chains, on a cost-sharing basis.

Further, at the request of the Apparel Export Promotion Council (AEPC), Ministry of Textiles, the ILO developed good-practices manual for readymade garment sector, incorporating elements of SCORE Training and Better Work to improve productivity, quality and working conditions among RMG units. The manual has been adopted by AEPC.

The component on Workplace Cooperation that focuses on dialogue between manager and workers at workplace was also embedded in suppliers' development programme delivered by Automotive Components Manufacturers Association (ACMA) with UNIDO for Ministry of Heavy Industries, GOI.

ILO's 'Start and Improve Your Own Business (SIYB)' programme was also found to be very effective and was able to mainstream its framework into the training modules of the government and social partners to have a significant impact with very little investment. SIYB, started in the previous DWCP, remained relevant in this period as well, especially with the government's focus on promoting entrepreneurship. EOs showed further interest in promoting SIYB. Trainers and staff from the EOs have been trained on the SIYB Training of Trainers and a network of SIYB trainers (SIYB Association of India) have been set up to ensure sustainability of the approach. Three state governments have integrated SIYB into their programmes, and most importantly, National Institute for Entrepreneurship and Small Business Development (NIESBUD), MoMSME has embedded the SIYB methodology in their flagship entrepreneurship development programmes, including their regular training courses. The State Governments of Maharashtra (through their women's economic development programme MAVIM) and Kerala have integrated the ILO's SIYB programme for economic mainstreaming of rural women and their self-help groups.

ILO also made some headway with respect to formalization of the economy through their advocacy and capacity building efforts with the constituents as well as through the Japan supported "Way out of Informality (WIF)" project. Although the project wasn't very successful in attaining the planned outcomes, it helped initiate a policy dialogue and in creating a knowledge base on the merits, demerits and cost-benefit of formalizing the informal economy. It also promoted a Voluntary Code of Conduct for Employers' Organizations with regard to engagement of contract labour. The code was developed in consultation with social partners in 4 states and two EO partners of ILO (AIOE and EFI) also recognized the need for the code and conceptualised it.

Outcome 2.3: Enhanced regulatory and delivery mechanisms to promote access and inclusion in skill development

Skill development is one of the top priority agenda of the national and state governments. ILO has been working closely with apex institutions including the Ministry of Skill Development and

Entrepreneurship (MoSDE), National Skill Development Council and the National Skill Development Agency (NSDA) since the last DWCP period. During the current DWCP period, the ILO, through Decent Work Team and HQ-based experts, provided important technical inputs on the definitions, frameworks and strategies. Some notable achievements are summarised below:

- ✓ Technical inputs in development and applicability of skills indicators as part of skills development index framework developed by NITI Aayog to measure state-wise progress.
- ✓ Technical inputs in drafting the National Skill and Entrepreneurship Development Policy 2015.
- ✓ National Occupational Standards (NOS)/Qualification Packs for teachers/trainers/assessors was developed and endorsed by government of India.
- ✓ Capacity building of NSDA and national skills qualification committee (NSQC) officials on global best practices to operationalize NSQF and conceptualize National Skills Quality Assurance System.
- ✓ Technical assistance for revising the definition of skill and skill measurement.
- ✓ Technical support for reclassification of 40 sector skill councils to improve their effectiveness.
- ✓ Skill and entrepreneurship development strategies developed in the states of Mizoram, Odisha and Assam.
- ✓ Informative knowledge products developed on national apprenticeship system⁵
- ✓ EO (Ambattur Industrial Estates and Manufacturers Association) supported to pilot the national apprenticeship training scheme (NATS) in automobile sector in Tamil Nadu.
- ✓ Technical assistance for inclusion of RPL in the national flagship programme on skill building (Pradhan Mantri Kaushal Vikas Yojana).⁶
- ✓ Support in operationalising domestic worker sector skill council.

The ILO played a significant precursor role in making the Domestic Workers Sector Skill Council (DWSSC) operational. Although the ILO had initiated the discussion on DWSSC during the previous DWCP, the council was formed in 2015. The ILO supported formation of consortium of partners for operationalising DWSSC and helped in developing the training curriculum. The DWSSC looks forward to further technical support on developing training modules for domestic workers who aspire for international placements and also expects support for branding and increasing uptake of training in states.

ILO has also been trying to facilitate the adoption of the National Apprenticeship Promotion Scheme into the skill development programmes. Knowledge products have been developed and efforts were taken to create evidence by supporting one employer organization (AIOE) in piloting the revised National Apprenticeship Training Scheme (NATS) in Tamil Nadu (in an automobile industrial cluster) to then provide inputs to the government.

Outcome 2.4: Strengthened integration and harmonization of labour statistics

The review of labour statistics accelerated since 2015 at the behest of the government. There was a felt need to review definitions, tools and methodologies relating to core labour related data which opened new areas of technical assistance for ILO. The ILO DWT for South Asia was able to fill the long-vacant position of labour statistics specialist in early 2017.

⁵ Towards a Model Apprenticeships Framework – A Comparative Analysis of National Apprenticeship Systems, ILO-World Bank, 2014; Possible Futures for the Indian Apprenticeships System, ILO-World Bank, 2014; Using Benefit Cost Calculations to Assess Returns from Apprenticeship Investment in India: Selected SME Case Studies, ILO 2014

⁶ This was based on the evaluation of RPL pilots in five sectors (construction, gems and jewellery, agriculture, domestic workers and healthcare)

The ILO undertook “An Assessment of the Labour Statistics System in India”, the recommendations from which have been operationalized by the government. Technical inputs were provided directly to Ministry of Statistics and Planning Implementation (MoSPI) and NITI Aayog, Government of India, as well as through the United Nations Resident Coordinator’s Office on definition, measurement and data sources on indicators listed in the draft national indicator framework (for SDG). The National Indicator Framework for Sustainable Development Goals (SDGs) was open for public and expert comments at the time of review.

As part of its technical assistance, the ILO contributed through information sharing, discussions and capacity building of the key institutions like MoLE, MOSPI and NITI Aayog on labour statistics. NITI Aayog was also supported in identifying measures to plug data reporting gaps in response to India’s low ranking in the Global Innovation Index (GII).

While there is still significant headway to make in terms of strengthening labour statistics in India, the ILO and the key government institutions (MoLE, MOSPI) have demonstrated interest and have engaged in collaborative exchanges to begin the process. This is likely to receive further attention in the next DWCP period.

Priority 3: National Social Protection Floor Built and Workplace Compliance Strengthened.

Outcome 3.1: Expanded and Strengthened social protection coverage progressively contributes to the building of a national social protection floor

At the national level, this DWCP period saw significant work on and extension of social security measures, especially towards inclusion of the informal sector. The National Health Insurance Scheme (Rashtriya Swasthya Bima Yojana-RSBY) was extended to the informal economy working class, including domestic workers. This was accompanied by technical contributions by the ILO for identification of workers to be covered, preparation of operational guidelines, and also in raising awareness and capacity of workers to have a unified voice when representing the unorganized workers for social security measures.

One of the most significant moves by the present government, that has accompanied the revamping of the labour laws, has been the drafting of the social security codes (which is presently uploaded on government’s website for public comments). Continuous technical advisory support as well as the sharing of international experience and expertise provided by the ILO contributed to the simplification and consolidation of 15 laws on social security into a single policy framework for Labour Code on Social Security and Welfare by the MoLE. The ILO provided a technical memo on Social Security Code to verify compliance of the code with the ILS on social security. Further to the testament of the trust gained by the ILO with the government, they were commissioned for three sets of analysis of the code, each of which were provided with inputs for further revision of the code. The ILO has also facilitated consultations held with social partners and other stakeholders in the public domain for comments and inputs. Technical support on the legal and social security aspects of the draft SS code was provided to social partners and other stakeholders, including academia and state level representatives, which enabled the drafting of feedback to the MoLE.

Based on the suggestion of the former Planning Commission and the support extended by United Nations Task Team on Employment and Social Protection, the ILO responded to the requests from the Government of Odisha by providing the required support and facilitating the establishment of institutional mechanisms to guide, discuss and support the establishment of social security measures. Proactive measures by the Odisha government together with ILO’s technical assistance and facilitative role in creating interest and awareness on social protection floor concept has yielded very positive results in the state.

Along with the work on the social security code, the ILO and its constituents have also continued building pressure with respect to the minimum wage policy in India. The ILO organized various technical consultations on the wage policies with the government to strengthen the capacity of central and state level policy makers on developing effective wage policy. This contributed towards the development of the wage code that has been approved by cabinet for clearance by the national Parliament. A technical memo on the Draft Wage Code was also developed by the ILO to guide MoLE in taking into consideration the international labour standards.

During this DWCP period, the ILO undertook analysis of the national data on HIV counselling and testing and workers accessing the testing and treatment facilities provided by Ministry of Health. The ILO organized national and five regional workshops with NACO and states for discussing the findings and development of action plans. The MoLE-led national steering committee on HIV and AIDS engaged with the national AIDS control organization (NACO), Ministry of Health and Family Welfare (MoHFW) and social partners and supported in implementation of national workplace policy in line with R202 and the findings of the National Data on workers access to HIV counselling and testing services in India.

Good Practice

Creating an enabling environment for creating Social Protection Floor in the state of Odisha

Following a proposal by the United Nations Task Team on Employment and Social Protection, the ILO – through a Norway funded project – supported the Government of Odisha, the social partners, as well as other relevant stakeholders through a multipronged approach towards creating an enabling environment for social protection floor in the state. TA was provided with a focus on establishing the Odisha Building and Other Construction Workers Welfare (BOCW) Board, which by the law, is a tripartite body meant to extend welfare and social security benefits to informal sector workers. ILO complemented this with large-scale awareness generation campaigns about the Board and social security/assistance options available to workers. As a result of the strong partnership with ILO, a few crucial policy decisions were taken by the Odisha BOCW Board expansion of its services, particularly with respect to the migrants working in this sector outside the state.

Technical assistance provided by ILO for strengthening institutional mechanism and tripartite dialogue on social protection led to the establishment of a dedicated Department of Social Security and Empowerment of Persons with Disabilities in Odisha. Further, a credit course on social protection has been initiated by the National Law University (Cuttack) in the state.

Through its expert inputs and tripartite consultations, ILO was able to generate interest among general people, media persons as well as by various government departments. ILO's technical assistance was well responded by the Government of Odisha. BOCWs were activated in other seven states during this DWCP period.

Outcome 3.2: More women and men, both in the formal and informal economy, have access to social protection and improved working conditions.

A significant achievements under this outcome was the advancement of dialogue and consensus on social security measures for domestic workers. ILO provided technical advisory services to central trade unions and domestic workers' unions for building consensus and agreeing to common position on extending health insurance scheme to domestic workers. As a result, the GOI piloted a health insurance scheme-Employees State Insurance Scheme (ESIC) for domestic workers in two states (Telangana and Delhi).

ILO also strengthened capacity of workers to negotiate on minimum wages for domestic workers and provided technical advisory services to the state labour departments as well as workers organizations

on minimum wage setting practices for domestic work in the North-East states in India. This led to the inclusion of domestic work under the scheduled list for minimum wages in Manipur and Mizoram.

Technical support was also provided to the state labour department of Uttar Pradesh to identify and select pockets/ district with higher concentration of unorganised sector workers and awareness raising activities were undertaken with the state government for the unorganized sector. Thereafter, the State Labour Department of Uttar Pradesh piloted the registration of informal workers previously uncovered under the Unorganized Workers Social Security Act (2008), in selected geographies of two districts of the state.

ILO and constituents advocated for the inclusion of domestic workers under the new sexual harassment law prepared a step-by-step implementation guide for stakeholders regarding the sexual harassment law and provided training to tripartite constituents on how to address sexual harassment issues. The Government adopted the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act in March 2013, which included domestic workers. National trade unions sensitized their affiliates and state-based representatives on working conditions, rights, and minimum wages of domestic workers through awareness raising campaigns.

Good Practice
ILO's work with Domestic Workers in India

A key area of ILO's work in India during this DWCP period has been the impetus given to the cause of the domestic workers. As part of its work towards formalization of the economy and the global focus of the ILO on domestic workers (with the recent adoption of C189), ILO has used multiple approaches to work with this sector. The ILO had one TC project on domestic worker and two RBSA funded initiatives for this sector. Further, the project teams for migration and domestic worker related projects worked closely to leverage upon each other's work. The trade unions were provided with technical support and guidance to reach out to this sector. Due to the scattered nature of the domestic workers, their differing needs, timings and demands, and their varied employment arrangements, the ILO and the constituents had to find new ways to reach out to them.

A mobile grievance redressal mechanism system was started in Mumbai, Delhi, and Chennai with VOTO automobile company. 19 TUs have registered with the platform. The complaints of DWs with a registered number directly reaches the trade unions. Those not registered with the platform can register their complaint on a toll-free number (022 6230 4108) launched in November 2016. This is a unique initiative, enabling the workers to register their complaints anonymously using simple mobile phones in their local languages, and receiving assistance again in their own language. So far, 4000 domestic workers have registered with the platform and 380 have filed complaints that were/are being resolved by TUs.

The ILO is also trying to find ways to work with the household employers' or employers' collectives of domestic workers. As part of this process, technical assistance was provided to three large residential areas in Delhi where domestic workers reside to develop action plans and self-assessment frameworks towards improving living and working conditions.

With support from constituents, the ILO facilitated the development of an innovative online mobile-based technology (see above) platform in consultation with 18 central trade unions and domestic workers in three states. Presently, five of the unions (two central trade unions, AITUC and CITU and 3 domestic workers unions) in Delhi, Maharashtra and Tamil Nadu are reaching out to domestic workers through this platform.

Priority 4: Labour Administration, Tripartism and Social Dialogue at National and State levels enhanced.

Outcome 4.1: Strengthened National and State level tripartite mechanisms for effective social dialogue and industrial relations

Achievements under this outcome are not very pronounced. Under the DWCP, theme based joint consultations and dialogues were organised on a range of issues including OSH, labour administration, skills, social security and labour law reforms. Joint Action Forums of trade unions were supported for advocacy on international labour standards, core conventions and multinational enterprises and social policy declaration.

National level consultation and state level tripartite workshops (in Kerala, Tamil Nadu, Maharashtra and Karnataka) on strengthening labour administration and social dialogue. ILO also provided technical inputs to the government for strengthening and modernising labour administration machinery and labour inspectorates.

EOs were supported to advance the agenda of industrial relations (refer section below of ILO support to constituents for details) but these inputs were EO specific and did not necessarily contribute to the agenda of tripartism and social dialogue.

A knowledge sharing web portal was initiated but none of the constituents mentioned its active usage. All the three constituents have expressed the need to work towards strengthening tripartite dialogue mechanism at national and state levels.

Outcome 4.2: Enhanced social dialogue on labour governance and on compliance with labour laws.

The ILO engaged in capacity building efforts for DGFASLI, a key institution of the Government of India that coordinates with all the states of the country on factory inspection. In 2017, it also provided technical guidance for developing the National OSH Profile, which is likely to be completed by the end of 2017. The profile compiles available OSH information and data for further planning of National OSH Programme, including compliance strategies.

Considering the importance of this outcome, a systematic approach is required by all constituents for constructive and outcome oriented dialogue. Interaction with constituents shows that all parties agree to the importance of social dialogue on labour governance and labour law compliance but there is currently no roadmap to follow and the efforts are largely ad-hoc. Constituents should jointly review the measures required to progress on this outcome. A number of parallel measures such as awareness generation; dialogues and consultations with larger groups (such as SME associations); capacity building and knowledge/good practice exchange can be considered by the ILO and its constituents.

Outcome 4.3: Consensus built and a roadmap towards revision of labour laws adopted.

While there was no strategy defined to work on this outcome, several workshops and consultations with its constituent partners to understand and provide their informed inputs to the ongoing labour law revision process, and to unify in their campaign efforts. The formation of JAF in some of the states did provide the trade unions a common platform to come together, but the forums are dependent on the ILO for their functioning.

In 2015, the trade unions submitted the 12-point charter of demands to the present government (building on the 10-point charter submitted in 2011). This led to the formation of an inter-ministerial committee by the government to hold a 2-day consultation with the 12 trade unions on these 12

demands including labour reforms. At present, there is a strong need of coming together of TUs to speak as one voice. More internal and bipartite consultations will help in constructive engagement and negotiations during the labour law reform process.

2.2 ILO support to constituents

As a tripartite UN Agency, the ILO is committed to working with the government and its social partners to debate and elaborate on labour standards and policies. During the present country programme period, the ILO took a more strategic and outcome based approach to such support. Due to fund and resource constraint, the ILO took a strategic decision to move from an ad-hoc activity-based support or funding mechanism to a more streamlined approach that aligns itself to the overall DWCP priorities and outcomes.

The support to the trade union partners during this period has focussed on developing their thematic capacities, that to employers' organizations on strengthening their services to increase their membership base, and the support to the government through technical inputs on priority policies and laws. Along with this, the ILO has been working on strengthening the dialogue between the constituents through joint consultations on thematic areas and joint advocacy.

The trade unions were capacitated on the labour law legislations and proposed reforms, and equipped to understand and provide constructive feedback on them to the government - for instance, on the Small Factories Act, the draft wage code, and the draft social security code. However, constructive dialogue between them and the government or government supported legislations was quite challenging. Within this constraint, the ILO made all efforts possible to increase the trade unions' capacity to debate and influence the labour reform process. The trade unions were also capacitated to understand and reach out to the informal economy workers and many of the trade unions have made dedicated efforts to include construction workers and domestic workers. Although the distributed nature of this sector, makes organizing them difficult, six of the central trade unions have organized domestic workers in different states.

For the EOs, the ILO helped strengthen their capacities on labour law audit; implementation of law relating to prevention of sexual harassment at workplace; promoting entrepreneurship (SIYB); and in supporting sustainable and productive enterprises through SCORE.

The ILO provided technical assistance to AIOE for training its members on better managing incidence of absenteeism at the enterprises and strengthened AIOE's existing portfolio of IR advisory services to members. EFI was also supported in setting up a Training Unit on Labour Law and Industrial Relations and with the aid of the initial technical and financial assistance of ILO, they are carrying out regular and need-based training programmes on industrial relations and human resources management through a cadre of technical experts developed by them on these subjects. Both AIOE and EFI were capacitated on enterprise development, and in-house master trainers on SIYB were developed from both these organizations.

The review finds that despite their initial interest in framing priorities and outcomes, constituents largely treat DWCP as ILO's programme. Although the WOs and EOs participate in discussions and dialogues organised by the ILO, this is not done with the spirit of achieving outcomes. The reviewers feel that both EOs and WOs should devise strategic partnership with the ILO based on their capacity building needs. A more planned approach is also required for strengthening social dialogue, bipartite discussions and tripartism.

National level consultations and ILO's global consultations (e.g. the International Labour Conference) on 'Future of Work' has generated considerable interest among constituents on the subject and the issue is like to dominate/shape the next DWCP.

2.3 Collaboration with UN agencies

During the last five years, the ILO has sought different ways of collaborating and communicating with other UN agencies to ensure greater synergy of activities, and efficient sharing of resources and information. ILO maintained a policy of open communication with key UN agencies working on common geographical and thematic areas- for example, working with UNAIDS for the HIV project; with UNICEF for the child component; and with IOM on international migration and with UNESCO in social protection.

ILO's role in formulation and implementation of UNDAF was well recognised by the UNRC office. ILO's inputs as the lead agency for UN Task Team on Employment and Social Protection and during UNDAF and SDG consultation has helped in stronger positioning of decent work and social protection agenda within UNDAF. Under the current UNDAF, the ILO leads the skill, entrepreneurship and job creation agenda. ILO's ability to engage with trade unions and employers' organisation is also seen as a unique strength. The ILO outreach to domestic workers as part of UNRC-led month-long advocacy campaign on domestic work was appreciated. Currently the ILO chairs the UN Task Team (UNTT) on Employment and Social Protection.

The ILO was appreciated for its in-house technical expertise of priority development issues such as employment, skills, social protection that have helped UN in responding to the needs expressed by the government on these issues.

In 2014-15, the ILO worked with constituents and the UN Task Team on Employment and Social Protection to promote the social protection floor approach in Odisha (refer description under outcome 3.1). In Assam, on the request of the state government, the UN is working with the government to operationalize the SDGs. Working groups have been created for all the SDGs, and the ILO is working on SDG- 8. As part of this, the ILO undertook assessment covering demand and supply towards formulation of strategy for skill development in Assam.

ILO was also part of the Working Group for Joint Programme in the North-East, led by UNIDO. The ILO undertook the skills development component in Mizoram, for which, it received a share of the Government funding to develop knowledge products, including the Skill Gap Survey report; identify skill development needs and employment opportunities; and develop the capacities to initiate the SIYB.

2.4 Effectiveness of partnerships and collaborations in contributing to DWCP results

This DWCP period saw the ILO taking a tripartite-plus approach in their partnerships. This was driven by their own need to be strategic in their fund investment as much as by the increased openness and outcome orientation in MoLE. In recent years, MoLE has encouraged the ILO to engage with other relevant ministries.

The ILO developed fruitful collaborations with several line ministries like the Ministry of Rural Development, Ministry of Overseas Indian Affairs (now under Ministry of External Affairs), Ministry of Statistics and Programme Implementation, MoMSME, MSDE. The ILO also collaborated with state governments and developed strategic partnerships in the states of Odisha, Assam, Jharkhand, Andhra Pradesh and Tamil Nadu among others. ILO's flexibility to work with the states has opened up new opportunities for collaboration and partnerships and has led the state governments to in turn seek out ILO's technical guidance.

ILO collaborated with a number of civil society organizations and NGOs while also actively engaging with academicians and national institutions such as the VV Giri National Labour Institute (VVGNI)

and National Council of Applied Economic Research. This shift has become especially important to enhance ILO's outreach to sectors and worker groups not sufficiently covered by the core constituents. The ILO moved to partnering with organizations like NDWM, Fernando Domestic Workers Alliance, Centre for Development Initiative (CDI) in Assam and the Non-Resident Telugu Society in Andhra Pradesh. The ILO also worked out issue based collaborations with Prayas, a reputed agency working with destitute/rescued children; Development Alternatives-TARA Livelihood Academy; B-Able; Association of Lady Entrepreneurs of Andhra Pradesh, Institute of Human Development/SARNET⁷ among others. Institute of Human Development has been an important knowledge partner of the ILO.

Under the migration programmes (like the Work in Freedom and the South Asia Labour Migration projects), partnerships were forged with private agencies (specifically recruitment agencies) working in India and internationally. Such partnerships were timely and need based and helped expanding decent work mandate in new segment of workers and institutions.

2.5 Synergies and coherence across interventions to optimize results

ILO Contributions and Value-Add

ILO inputs are valued for their relevance, timeliness and high quality. Technical inputs provided through, CO, DWT and HQ based experts was well appreciated by different groups of stakeholders. Some of the TU members have also appreciated ILO's role in strengthening gender-equality perspective to their work. ILO's responsiveness and accessibility were also appreciated by a number of stakeholders.

ILO has brought the idea of 'community participation' in roads work. It also has the credit of bringing the focus on 'maintenance' for sustainability while our earlier the focus was largely on creating assets. Through ILO we also get to know what other ministries such as Rural Development, Skills, Labour and Employment are discussing with regard to labour. (PMGSY)

The value-add (of ILO) is its ability to bringing global perspective, good practices and international standards. (NSDA, NITI Aayog)

In the past few years, ILO has played a pioneering role in bringing the less discussed issues such as labour administration, wages and international migration [on the discussion table]. (NLI)

The joint workshop by ILO, UN Women and IOM on international migration was an eye opener.....it exposed us to inter related causes of migration and government provisions for migrant workers. (A CSO working on international migrants)

ILO's focus on informal sector workers is very relevant and it should continue. (TU member)

(quotes are based on interviews)

ILO has engaged in greater sharing of resources and information across its initiatives. This has been partly due to the shortage in funding and staff, which has forced the ILO to be more strategic and resourceful with fund and human resource allocation. At the same time the review also notes conscious efforts made by the current leadership to enhance synergies across programme areas. Regular staff meetings and encouraging greater communication between the different project teams, especially those working in the state locations are some notable steps in this direction. Good examples of fund sharing were observed between the Work in Freedom and the South Asia Labour Migration, bonded labour and gender programmes. Stakeholders have also noted greater outcome orientation and professionalism in ILO's initiatives over the last 4- 5 years.

⁷ A three-year research and network programme by Institute of Human Development, UN-ESCAP, SSWA and ILO. SARNET is supported by IDRC/CRDI Canada

2.6 Effectiveness of knowledge management and communication

As evident from the analysis above, a large part of the work done through TC projects as well as the RBSA/RBTC funded initiatives has been in developing timely, important and technically sound knowledge products serving multiple purpose of capacity building of partners, creating evidence which then supports advocacy initiatives, and in providing important technical inputs to the ongoing policy discourse. Constituents and stakeholders across board acknowledge the quality and relevance of knowledge products developed by the ILO.

This DWCP period saw the ILO effectively responding to the needs and demands of the government with respect to developing technical reports and providing evidence to aid the policy discourse. Products like the Wage Report, Labour Law reforms report, Assessment of Social Protection Schemes, Assessment of Cess Act and Assessment of Labour statistics served important purpose in the governments' ongoing policy making efforts and helped incorporate informed understanding of key labour issues and the agenda of decent work and inclusive growth into all the policies, legislations, and amendments initiated by the government.

The report on "Social Protection Floor for India" by Ravi Srivastava was found to be a useful and practical guide for developing social protection floor in the country, along with cost and effort calculation for developing the floor. Similarly, wage gap analysis, the capacity analysis of DGFASLI, and the national and state level studies on performance of labour administration have identified gaps and provided useful recommendations to strengthen the legislations and discourse on key labour issues.

Three Handbooks were developed to assist the trade unions in influencing the debate and social dialogue on the rapid changes in labour laws. A "Guidebook on Campaigning for Core Labour Standards" was developed to help the trade unions in their campaign efforts.

Similarly training manuals were developed to help the constituent partners develop the knowledge and leadership on issues like Sexual Harassment in workplace, HIV/AIDS in workplace and also on simplified labour laws. Further, SCORE, SIYB and BT training was provided to trainers to develop in-house capacity of the partners on these models. A list of key knowledge products is presented in **Annexure III**.

However, the review team also noted that use of knowledge products among constituents, particularly among WOs and EOs in making informed opinion on labour related issue is still very low. Examples of disseminating ILO's knowledge products among their cadres/members were few. Constituents expect more simplified version in local languages that their members could understand and use in their day to day work.

Overall, the dissemination strategy for important knowledge products that have wider application can be further refined. As the ILO reaches out to state governments and constituents and partners at local levels, customization, translation and dissemination of relevant products needs greater attention.

There has been a clear shift in the importance given to communication in the ILO. In May 2016, the ILO DWT India team, for the first time, hired a Communications Officer to revamp the communication strategy of the organization. This has led to a visible difference in the communication of the ILO; there is greater public visibility of ILO's actions, through their greater activity on print, video and social media. They have begun a monthly newsletter where the key activities of the organization and its constituents are highlighted and shared widely. There is also greater information sharing on website which is updated on a regular basis with the key activities, projects and products developed by the organization. The ILO website is more vibrant and serves as a good resource for technical and normative products.

2.7 Advancing gender equity, inclusion and tripartism across ILO's interventions

Gender has formed a strong component in all programmes and interventions of the ILO, and the tripartite constituents are constantly guided on moving forward with a gender lens and recognize the unique needs and challenges of men and women.

The ILO, through its different technical briefing notes to the government, has been highlighting the importance using a gender lens for data analysis. As a result, the GOI has started laying special emphasis on gendered statistics as a separate area and is using different data sources for arriving at disaggregated data. Similarly, through ILO's technical assistance, the revised labour legislation is likely to strengthen maternity protection and improved female labour force participation.

Further, the ILO has been emphasizing to the TU and EO partners, the importance of having women leaders and women representation in their organizations. However, most of these organizations continue to be male-dominated with limited representation of women in their organizational leadership and cadre. But this is an area that both the ILO and the social partners accept their limitation and show their willingness to work on it in the future.

For all the programmes by the ILO, gender lens is incorporated from the programme-design phase, and gender disaggregated data is collected. For the MGNREGA/PMGSY programmes, the contractors, engineers and local government officials were sensitized on gender equality. The operational guidelines developed under the programmes require providing equal and preferential opportunity to rural women, persons with disability (PWDs) and scheduled marginalised sections in training and development as BFT or rural masons.

ILO supported knowledge products such as the report on Female labour Force Participation and wages have generated critical evidences on gender inequalities in the world of work.

Gender focus was maintained across all training programmes developed/promoted by the ILO including BFT, rural mason, community contracting under PMGSY, SCORE, SIYB and capacity building programmes developed under various TC projects.

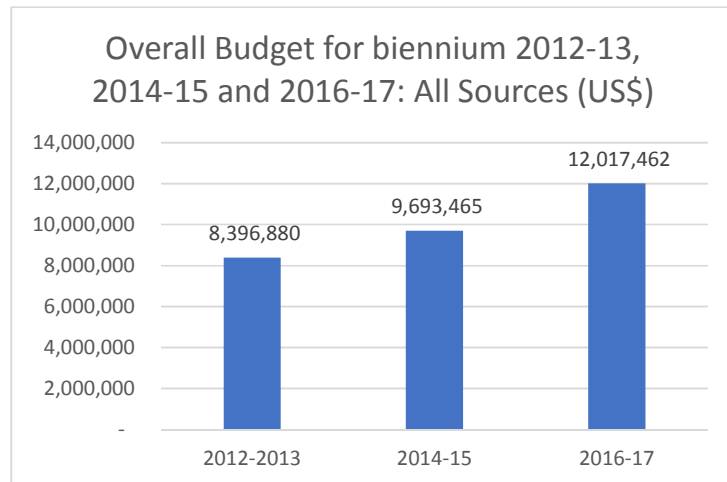
Along with a strong focus on gender equity, the ILO also tried to advance tripartism and social dialogue in all their activities and maintains open lines of communication with its social partners. This has been done through bipartite/tripartite consultations on specific themes (such as OSH, social protection) and also through strengthening institutions that are tripartite in nature (such as Building and Other Construction Workers Welfare Board). The ILO also provided intensive technical inputs to the annual Indian Labour Conference which is one of the formal tripartite interaction forum in India. However, constituents expect more support in the area of social dialogue and tripartism, especially at the state level. Inadequate intra-organizational communication among WOs is a major constraint that renders ILO's efforts less effective than desired. Although TUs designate a focal point for coordinating with the ILO, strategy for continued interaction or for sharing the knowledge gained from technical consultations within their own organisations is not in place. For the EOs and the government, on the other hand, largely communicate through designated focal points for interaction with the ILO which ensures a continuity in communication.

Effectiveness Summary: *The ILO made significant progress on a range of issues committed under DWCP. New areas of work such as migrant workers and international migration were used to expand ILOs's mandate to new constituencies. Effectiveness of delivery benefited from collaboration beyond the traditional partnerships, including with state governments as also from increased pace of policy reform agenda by the national government and MoLE. A number of relevant ministries have opened up to the ILO and appreciated the technical assistance provided by the DWT/CO. During this period,*

the ILO was able to retain its position as a trusted technical expert agency on labour, skills, entrepreneurship, enterprise development and employment oriented growth. The ILO is recognised as a lead agency on decent work agenda by other UN Agencies and has been entrusted to lead this agenda at the national and state levels. Outcomes on social dialogue and tripartism need concerted efforts by all constituents. The review team, while appreciating the efforts of the ILO and its constituents, also notes that more strategic approach is required for responding to TA demands coming from state. The ILO also needs to have a model or strategy in place to advance its past work on domestic workers, vulnerable migrant workers, child labour and SME.

3. Efficiency

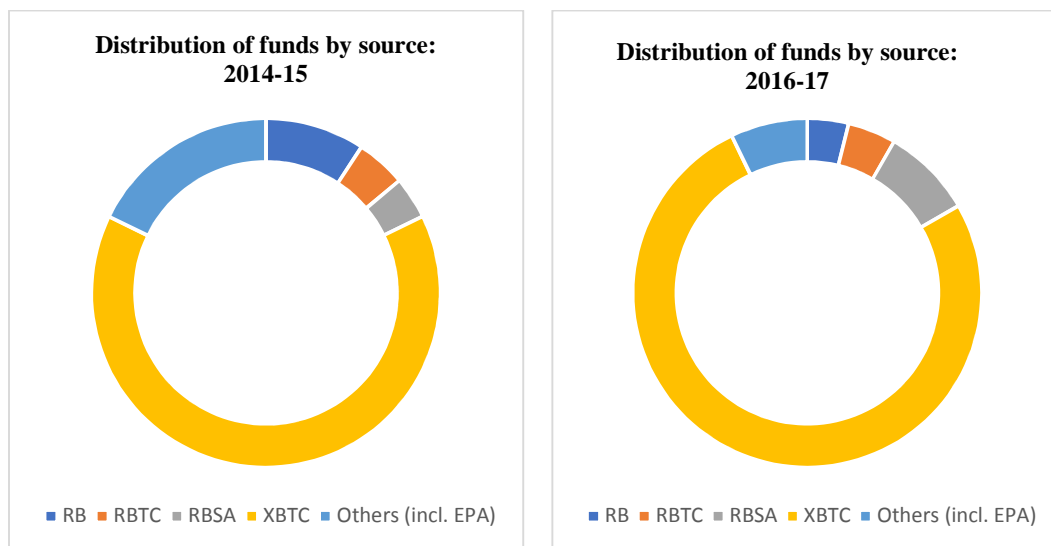
Analysis of resources by source shows that despite a general decline in donor funding to India, the ILO has been able to maintain a steady increase in resources along the three biennia. Biennial resource portfolio (all sources) increased by about 40% over the DWCP period. The proportion of XBTC to the overall funds increased from 64% to 76% between biennium 2014-15 and 2016-17.⁸ As per the ILO results brochure January 2016, nearly 33% Technical Cooperation funds came from USA while another 27% came from international financial institution (MoRD-World Bank-ILO project on rural roads).



Other major donors were DFID, NORAD and Switzerland and Japan Governments. The analysis also shows that almost all of the TC funding was received for outcomes under priorities 1 and 2 while the other two priorities were largely supported through other sources.

Overall, the review finds that the Office has been able to make funds available using different alternatives. TC projects were also complemented with RBSA funds as required. Greater coherence was maintained across projects in order to leverage upon available funds and the ILO was able to use RB, RBSA and RBTC resources to respond to technical assistance requests that could not be covered through TC sources. The Office has managed a number of high paced technical cooperation projects and technical assistance with a relatively small team at hand which indicates wise use of time by staff and specialists. Strategic use of technical assistance, as seen in the case of rural roads programme and BFT, helped in enhancing the circle of impact with small investments.

⁸ Based on TC information provided by DWT/CO New Delhi



The review team did not receive any negative feedback on quality of ILO’s products indicating that the ILO was able to engage experts and consultants who could deliver quality outputs. The ILO was able to leverage expertise from DWT as well as Geneva based specialists to provide quality inputs to its constituents. Expert support to TC programmes was also reported to be timely and useful by staff and stakeholders. Government institutions, however, have pointed out the need to use experts who could provide more context specific inputs and suggestions. Efficiency of collaboration can be enhanced by developing annual work plans as done with NSDA.

Efficiency Summary: Overall, the review shows that the ILO was able to use its human and financial resources in an efficient manner and maintained its outcome focus while delivering the country programme. New ways of resource mobilisation and resource sharing were explored and experimented that can form basis of such collaborations in future. There is also a greater willingness among government institutions to contribute resources for the ILO led technical assistance. Intra office coordination (between project teams, program team, DWT and HQ) was found to be smooth and coherent.

4. Impact and Sustainability

The DWCP period witnessed a balanced approach with focus on upstream policy inputs on core labour issues as well as on ground level work with a range of new partners. A number of legal and policy reforms were supported by the ILO and its constituents that have a progressive long-term impact. Some notable contributions with longer term impact are:

Conventions/Laws/Policies

- ▶ Ratification of Child Labour Conventions (C138 and C 182)-long continued efforts by all constituents.
- ▶ Knowledge and capacity building of constituents to provide inputs for amendments in Child Labour and Bonded labour related laws/programmes/schemes and standard operating procedures.
- ▶ Strengthened national policy on key thematic area- Employment strategy, Skill and entrepreneurship policy (2015)
- ▶ National policy framework for maintenance of rural roads adopted.
- ▶ Draft legislation of regulation of placement agencies prepared by Jharkhand Government with constituents’ and partners’ inputs
- ▶ Decent work elements- OSH, gender, skills, and entrepreneurship reflected in the 2030 vision

- documents for 3 states – Odisha, Bihar and Assam
- ▶ The State of Andhra Pradesh in India drafted a migration policy in June 2017
- ▶ Two north eastern states, Manipur and Mizoram, include domestic work under the scheduled list for minimum wages
- ▶ New segments of workers registered under Unorganised Worker Social Security (UWSS) Act (2008) in UP
- ▶ Progressive measures adopted by state governments of Kerala, Jharkhand and Tamil Nadu for migrant workers, esp. women workers

Capacity building

- ▶ Of TUs to provide informed inputs on LL reforms-wages, small factories Act, social security; domestic workers' social security and grievance handling
- ▶ Of EOs: IR/HR; SHWP; Apprenticeship piloting; SCORE, LL compliance
- ▶ Of NSDA and National Skills Qualifications Committee (NSQC) on global best practices in NSQF and NSQAs
- ▶ Of policy makers on productivity and working condition
- ▶ Of DGFASLI to impart training programmes to trade unions on workplace compliance in SMEs.
- ▶ Of Labour Bureau, MoLE for improved reporting of Indian labour market data in ILO's database, ILO-STAT
- ▶ On OSH- with MoLE and constituents on awareness and compliance

Technical inputs with long-term reform potential

- ▶ Assessment of the Labour Statistics System in India-recommendations adopted by the govt
- ▶ Employment Statistics: An International Perspective on Indian Data (NITI Aayog, MOSPI and MoLE)
- ▶ Technical inputs on definition, measurement and data sources on indicators listed in the draft national indicator framework for SDG (MOSPI/NITI Aayog/UNRC office)
- ▶ Technical inputs/knowledge products and discussions on wage report/wage policies
- ▶ Studies on Female labour force participation in India
- ▶ Projections for Labour Force and Workforce in 2024-25 and 2031-32
- ▶ Technical support to NITI on growth and job creation and skills aspects in vision, strategy and action plan.
- ▶ Technical inputs/knowledge products and discussions on wage report/wage policies
- ▶ Analytical assessments on social protection provided to MoLE for consideration during revision of SS Code. ILS and legal perspectives recognised as important inputs.
- ▶ Tripartite discussions on LL reforms.
- ▶ Analysis of the national data on HIV counselling and testing and workers accessing the testing and treatment facilities provided by Ministry of Health
- ▶ Evidence generation for National AIDS programme for prioritizing workplace interventions in India.
- ▶ Inputs to Child Labour Monitoring, Tracking and Reporting System (CLMTRS)
- ▶ Technical inputs for developing national OSH profile

Evidences of mainstreaming/upscaling

- ▶ SIYB-Pool of trainers created. Module customised and adopted by Maharashtra
- ▶ PMGSY –rural road maintenance trainings in 8 states
- ▶ BFT training module adopted and trainer base expanded by the government after the ILO supported the initial ToT under MGNREGA; PMGAY
- ▶ SCORE: Good response from industry and associations. FPRW/DW elements adopted under Lean Manufacturing Competitiveness Scheme (special initiative “Lean Plus Make in India (LM-MII) Cluster Scheme) being piloted by MoMSME

- ▶ AIOE and EFI promoted and marketed the business case for responsible supply chains among its corporates and industry associations members in 4 States
- ▶ WISE methodology adopted by DGFASLI, MoLE:3 RLI covering 17 states are using it
- ▶ Two Federations of Overseas Recruitment Agencies- FORAI and FIMCA became FICCI members and are recognised by the government as representative bodies on overseas employment related issues.

Decent work footprints also increased by ILO's engagement with large scale capacity development programme under MGNREGA, PMGSY and PMGAY. As the training modules developed by the ILO have been accepted and are used by the government, the awareness of core labour rights, gender equality and inclusion reach to a large number of trainers and beneficiaries in a sustained manner.

However, the review team also noted that exit strategies are often not in place, especially under TC based work and constituents and stakeholders are at loss about how to sustain the gains made through direct ILO support. Initiatives such as JAF do not seem sustainable at this point due to lack of consensus and resources. On the other hand, federation of private recruiters is very likely to continue and grow as their buy-in of ILO's inputs seem to be strong. Demand of capacity building support from constituents continue to be ad-hoc with no particular strategy for use of such support. The review team is unable to comment on sustainability of recent technical inputs on policy reforms to MoLE as it is not clear to what extent ILO's inputs would be retained in the final drafts. Moving forward, the ILO should focus on building capacity of local research and training institutions so that expert inputs to constituents could be sustainable and cost-effective.

III. Conclusions and Recommendations

▶ Conclusions

The review notes progress on all DWCP outcomes albeit with varied degree of success. The Office is consciously reducing support to 'one-off events' and trying to invest technical and financial resources in a more coherent manner. The current management has been appreciated by a number of stakeholder, including TUs and policy makers, for inculcating a fresh and professional approach to ILO's work in India. Stakeholders also expect more decision-making power with the DWT/CO.

Government's renewed commitment to skill development, labour law reforms, revamping labour statistics and employment oriented growth helped the ILO in directing its TA at early stages of policy reforms and also provided opportunity for constituents to engage in policy dialogues.

Partners, especially those at the state level however feel that more consistent presence of the ILO is required to use field experiences and labour standards in policy inputs to state governments. This feedback was particularly notable from partners working on domestic workers and migrant workers. WOs feel that the ILO support is required to enhance their capacity at local levels in terms of reach, evidence building and technical knowledge. This, however, demands better planning and preparedness on the part of constituents so that capacity building outcomes are clearly defined and their progress could be tracked.

Overall, the ILO, through its DWCP, needs to consolidate the past work through better 'modelling' (such as in the case of its work with domestic workers; sector skill councils and SMEs). This would mean a clear pathway and set of offerings that the ILO could provide to stakeholders on specific decent work themes. Engagement with state governments at policy level would require more consistent presence in upstream discourses. At the same time, TA to state level needs to be more focussed and strategic rather than responsive. Similarly, ILO's work on informal economy needs more operational engagement with key players. Foundational work such as developing consented definition, data capturing and capacity building for use of data is required before providing advance technical inputs on issues such as social security/social protection, informal workers etc. Constituents

expect ILO's support in these areas in order to move forward on policy alternatives. MoLE also expects ILO's support in making a business case out for employers (in particular for SMEs) on issues like social security, OSH and nationally determined minimum wage floor.

The online survey data shows that the overall DWCP performance is considered 'satisfactory' on all the review criteria viz.-relevance, coherence, effectiveness, efficiency, sustainability and performance on cross-cutting themes.

As the ILO expands its partnership base, it needs more coordinated support from its constituents including from partner ministries, TUs, WOs and representative bodies of SMEs. Progress on skill development and labour statistics agenda demand a more planned working relationship at institutional levels. Ideally inter-departmental coordination should be facilitated by the government in order to receive ILO's inputs in timely and logical manner. Suggestions regarding issues and themes that could be included in the next DWCP are summarised as below:

► **Emerging areas for consideration under the next DWCP**

S. N.	Themes	Suggested by				
		ILO	Govt	EOs	WOs	Other Partners
1.	Inequality (income and rights)	✓				
2.	Care economy (DW)	✓				
3.	Skill Development	✓	✓	✓		
4.	Labour Law reforms	✓			✓	
5.	Migration including internal migration	✓				✓
6.	Supply chains and home-based workers (informal economy)	✓				
7.	Future of work	✓	✓		✓	✓
8.	Advance the wage reforms agenda by strengthening tripartite mechanism for wage reform and review	✓	✓	✓		✓
9.	Social Protection Floor: Bring best practices from other countries for employers' engagement on social protection	✓	✓	✓		
10.	Support to labour statistics reform and LMIS	✓	✓			
11.	Social dialogue/ capacity building of constituents	✓	✓	✓	✓	
12.	Creation of quality jobs and employment arrangements in the changing context (project based workers) with appropriate safety net options		✓	✓		✓
13.	Working conditions and safety at work		✓	✓		
14.	Carve out role for EOs to work with the skill ministry			✓		
15.	Informal workers including rural casual labour, agricultural worker and home-based worker that employs greater proportion of SC/ST and women				✓	
16.	Technology as an enforcement system to enhance compliance					✓
17.	Formalization	✓	✓		✓	✓
18.	Labour Administration	✓	✓		✓	✓
19.	Sustainable enterprises	✓		✓		

► Recommendations

- 1. Position DWCP as the primary framework of cooperation:** One of the key challenges with DWCP is its low referencing during implementation period. Going forward, DWCP should be positioned as the primary framework of cooperation, both within the office and with constituents and partners. Following measures might be helpful in this regard:
 - Visibility to the document by disseminating it through multiple platforms-print media, digital platforms, making shorter versions available in states where the ILO is working and making it part of constituents' websites through weblink etc.
 - Having a formal tripartite DWCP review group in place that can meet annually to review coherence, progress, challenges, resource availability and the need to realign priorities/outcomes as per emerging needs.
 - Referring DWCP more often within the office, especially during important programming events such as OBW, biennial implementation reporting, project design and orientation of project partners etc.
 - Reiterating DWCP result areas in ILO's communications
- 2. Retain DWCP priorities and outcome where continued work is required:** Employment promotion, skill development, social protection, OSH, LI and social dialogue emerge as areas where past work needs to be leveraged and consolidated. In the light of ratification of C 138 and C 182 (entering into force from June 2018), the ILO should also consider supporting state governments for better compliance while continuing its support to constituents on pending core conventions should be continued.
- 3. Bring greater thematic and geographic focus:** While the Office has placed significant resources on state level support, a more strategic approach for extending support at the state level is required. The ILO might consider prioritizing states based on a set of indicators, while also maintaining flexibility to respond to unanticipated TA demands from state governments. Moving forward, the ILO should include states where the current work needs consolidation or follow up and also those that have shown greater willingness to engage with the ILO.
- 4. Provide a clear set of offerings to constituents on priority issues:** In order to optimize the comparative advantage on priority themes of the next DWCP, the ILO should come up with a set of 'offerings' on key areas of ILO's support needs to be worked out so that constituents are clear about what the ILO can offer on a given issue.
- 5. Reposition the collaboration approach with constituents:** The relationship between the ILO and its constituents is lopsided where the ILO is expected to initiate and follow up all discussions and dialogues. There is a strong need to develop a spirit of partnership for DWCP. The ILO and constituents need to discuss and reposition the collaboration strategy in order to best contribute to DWCP results.
- 6. Increase engagement with SMEs and their associations:** The ILO and its constituents have strong working relations with SMEs and their associations through projects like FIP and SCORE. This relationship should be used to enhance outreach in MSME sector on issues such as OSH, sustainable enterprises, labour law compliance, gender equality at workplace.
- 7. Continue efforts to work out new resource-sharing/funding modalities:** Given the aid scenario and donor priorities in the region, some of critical areas of ILO's work in India are likely to be underfunded. New funding modalities have been explored in the current DWCP period including the MoRD-World Bank-ILO experiment under the PMGSY programme and partial funding by government for ILO-led research (e.g. in Uttar Pradesh). Interaction with the government and government supported bodies shows that the ILO is not viewed as a 'fund-provider' and further possibility of resource sharing for collaborative work is possible.

The review team suggests including this aspect in consultations that are to be held for DWCP formulation. The ILO should also further strengthen internal coherence for effective use of flexible resources (such as RBSA) for themes where technical cooperation funds are not available.

- 8. Make TC projects more aligned to ILO's mandate in India:** More conscious alignment of TC projects with DWCP commitments and strategies therein should be done in order to maximize their contribution to DWCP results. In practical terms, this would mean better reference to DWCP commitments during project design phase and selecting geographical areas, sectors, partners and beneficiary groups accordingly.
- 9. Further strengthen communication and visibility strategy:** The Office has taken several positive steps to improve communication, dissemination and visibility. The review team finds that dissemination of knowledge products needs more attention, especially at the level of state and districts where awareness needs are higher. This can be done by publishing shorter summaries of knowledge products and translating them in local languages, depending on resource availability. Resource permitting, the ILO can also consider strengthening communication and visibility strategy for constituents, especially for TUs.

Annexures

Annexure I: ToR for the Country Programme Review

Introduction

Country Programme Review (CPR) is a standard process followed by the ILO country offices to assess the appropriateness of ILO's Decent Work Country Programmes (DWCPs). The review is undertaken towards the end of a country programme cycle to reflect upon the effectiveness of design and execution of the country programme to, amongst other things, guide future work. The primary purpose of CPR is to analyze the appropriateness of strategies and collect feedback from constituents and stakeholders that could feed into the next cycle of country programme in order to improve the design and implementation of the next DWCP.

The ILO DWT/CO India is currently in the process of commissioning a CPR for its DWCP 2013-17. The CPR will be one of the important inputs for the upcoming DWCP India.

The objectives of the CPR exercise are to:

- Analyze the effectiveness of strategies elaborated under the current DWCP
- Examine the performance against DWCP priorities and outcome areas
- Understand the facilitating and limiting factors that affected attainment of results
- Reflect on the need changing priorities/outcomes and demands from constituents/partners
- Provide emerging recommendations for the formulation of the next DWCP

Approach and scope of assessment

The CPR needs to follow a constructive, reflective and forward-looking approach, while also highlighting gaps and shortcomings. The review shall be consultative and stakeholder-led and the inputs will be analyzed in a manner that is based on evidence. Multiple sources will be consulted. Special emphasis shall be placed on identification of strategic interventions and the innovations which might have created or have the potential for bigger impact. Through this process, constituents and ILO staff will be exposed to the concepts and practice of Results-based Management (RBM) in country programmes. The CPR shall be in line with the ILO's policy on evaluations, including Guidance Note no. 17: Conducting DWCP Internal Reviews⁹.

The CPR should primarily be a review of the current DWCP, which covers the period 2013-17. In addition, reference will be made to previous evaluations, including the Independent Evaluation of the ILO's Decent Work Country Programme for India: 2007-2012.¹⁰ The CPR should cover all geographical areas where the DWCP operates.

Within this scope, the CPR should take into account the following parameters:

- i. Relevance and coherence**
 - Relevance of the DWCP-India (2013-17) to the national development context, ILO global priorities and UNDAF for India.
 - Appropriateness of DWCP formulation process and extent of ownership by constituents.
 - Coherence and logical fit of the DWCP priorities outcomes, outputs and strategies.
 - Flexibility to respond to the emerging needs, challenges and opportunities.
 - Coordination amongst ILO offices (CO/DWT/RO/HQ) for delivering DWCP results.
- ii. Effectiveness**
 - Extent to which ILO interventions were effective in producing results/making significant progress towards the DWCP priorities and outcomes.
 - Synergies and coherence across interventions to optimize results.
 - Extent to which partnerships and collaborations were effective in contributing to results.
 - Effectiveness of knowledge management and communication strategy.
 - Effectiveness of organizational arrangement (administrative, managerial and advisory).

⁹ Conducting Decent Work Country Programme Internal Reviews:
www.ilo.org/eval/Evaluationguidance/WCMS_421620/lang--en/index.htm.

¹⁰ Please refer to the list of appropriate evaluations listed on ILO's website: www.ilo.org/eval/Evaluationreports/lang--en/index.htm.

iii. **Efficiency**

- Extent to which financial resources were aligned to outcomes.
- Extent to which RBSA/RBTC resources were made available and used reasonably to complement TC resources.
- Extent to which new avenues of fund-raising have been explored or partnerships developed to reduce dependency on external resources.
- Adequacy of human resources (programming, management and technical experts) to deliver DWCP results.

iv. **Results and Impact**

- Assessment of progress under DWCP outcomes (synthesis of biennial reports along with assessment of facilitating and limiting factors. The latter will be done through interactions with concerned ILO team members and partners.)
- Value add of ILO in terms of technical expertise and integration of norms and standards in relevant policy discourses.
- Long-term impact of ILO interventions during the DWCP.

Sustainability

- Extent to which the intervention design considered sustainability of results being achieved (focus on policy advocacy/legal reforms with long-term positive impact; capacity building and institutional strengthening).

Other cross-cutting areas of assessment

- Advancing gender equity and tripartism across ILO interventions.
- Use of monitoring and evaluation (M&E) and past learning to improve.
- Assessment of innovations and strategic interventions for greater impact.

Gender dimensions should be a cross-cutting concern throughout the methodology, deliverables and final report of the CPR. This means that both women and men should be involved in consultations, review analysis, and in the review team. Data reviewed by the team should be disaggregated by sex, and based on this analysis should assess the relevance and effectiveness of strategies and outcomes for both women and men. Recommendations should reflect such analysis, which should be accurately included in the inception and the final review report, and should be gender-responsive.

Methodology

The CPR will use both desk review and primary data to gather perspectives on the performance of DWCP 2013-17.

Desk Review: The desk review shall focus on reviewing the implementation and other relevant reports, planning and reporting documents, evaluation reports and other knowledge products. Some of the documents to be reviewed are listed as below:

- DWCP 2013-17
- DWCP implementation reports available for the period 2013-17
- Planning and reporting documents (OBWs and PIRs)
- Project/programme/thematic evaluations available for the DWCP period, including the IE of the DWCP 2007-12
- Knowledge products brought out by the ILO during the DWCP period
- Policy interventions to which the ILO contributed during the DWCP period
- Relevant consultation/workshop reports

Primary data collection: The CPR will involve consultation with the constituents, policy-makers, line ministries, ILO CO and DWT staff and other key respondents, as suggested by the ILO team. A standard tool, which will be adjusted for each partner as per requirements, shall be used to collect the responses along the assessment parameters.

- Constituents and key partners including government, WOs and EOs, UN agencies and other implementation partners and stakeholders as appropriate (list to be finalized in consultation with the ILO CO)
- Interviews with management, DWT specialists/CTAs/NPOs/NPCs and support staff, as required

Stakeholder consultation: Based on the review of the documents and primary data collection, the preliminary findings shall be presented to the key stakeholders, i.e. constituents, other key partners and the ILO team. The findings shall be deliberated upon leading to an agreement over the key findings. This shall further set the tone for identifying recommendations and key priority areas for the next country programme.

Report writing: Based on the review of documents and discussions with ILO staff/partners interview and consultations, the draft report shall present the findings of the CPR as per the assessment parameters. The draft report shall be shared with all relevant stakeholders and finalized after incorporating feedback.

Time Frame

It is expected that the CPR process be initiated by 1st of June 2017. Accordingly, the major milestones are suggested as below:

- Desk review: 7 June – 15 July 2017
- Primary data collection (Consultations): 15 June – 15 July 2017
- Stakeholder Consultation: 3rd Week of July (To be decided by the ILO)
- Draft report: 10th Aug 2017
- Final report: 31st Aug 2017

Deliverable

- Presentation of preliminary findings
- Draft report
- Final Report (after inclusion of feedback)

Management of CPR, roles and responsibility

CPR Task force – an informal group composed of representatives from the Regional Office-Bangkok (ROAP) and from CO-New Delhi. It has the following roles and responsibility

- Naming the task force point person
- Approving the TOR and consultant
- Approving the reports
- Submitting the reports to EVAL for inclusion in the i-track database
- Follow up on recommendations contained in the review

Task force point person – Sudipta Bhadra, Programme Officer, will manage the CPR with the support from Regional M&E officer at ROAP. Consultants will report to the Task Force point person. Pamornrat Pringsulaka, Regional M&E Officer will provide support to the CPR process and will work closely with the task force point person throughout.

ILO CO-New Delhi – should provide all of the programme documentation, the list of stakeholders to be interviewed, and organize the stakeholders' workshop. It should also provide other logistical support required by the consultant.

Technical specialists DWT-New Delhi, ROAP, HQ, PROGRAM, and EVAL will provide inputs and general guidance. EVAL will receive the final CPR report.

ROAP – will provide funding and support to the CPR.

Annexure II: List of Respondents

S. No.	Name	Designation/Organization	Mode of Interview	Date of Interview
ILO Team				
1.	Panudda Boonpala	Director, ILO DWT- New Delhi	Face-to-face	29.08.17
2.	Sher Verick	Deputy Director, ILO DWT- New Delhi	Face-to-face	25.08.17
3.	Magnus Berge	Specialist on Workers' Activities	Face-to-face	28.06.17
4.	Max Tunon	Migration Specialist	Face-to-face	28.06.17
5.	Gabriel Bordado	Skills and Employment Specialist	Face-to-face	28.06.17
6.	Marcus Ruck	Senior Specialist on Social Security	Face-to-face	28.06.17
7.	Miranda Fajerman	Specialist on International Labour Standards	Face-to-face	05.07.17
8.	Reiko Tushima	Senior Gender Specialist	Telephonic	10.07.17
9.	Ravi Peiris	Senior Specialist on Employers Activities	Face-to-face	29.06.17
10.	Anandan Menon	Programme Officer Team Leader	Face-to-face	29.06.17
11.	Anjana Chellani	Programme Officer Team Leader	Face-to-face	05.07.17
12.	Sudipta Bhadra	Programme Officer Team Leader	Face-to-face	
13.	Divya Verma	Programme Officer Team Leader	Face-to-face	11.07.17
14.	Rani Selvakumar	Programme Assistant	Face-to-face	11.07.17
15.	Aya Matsura Narsimran	Way out of Informality	Face-to-face	29.06.17
16.	Jean-Marie Vianney Hakizimana	Labour Statistician (DWT specialist)	Face-to-face	31.07.17
17.	Xavier	Wage Specialist	Face-to-face	31.07.17
18.	Mukesh Gupta	Chief Technical Officer, PMGSY Programme	Face-to-face	11.07.17
19.	Diya Banerjee	Communications and Knowledge Management Officer	Face-to-face	28.06.17
20.	Seeta Sharma	National Project Coordinator, Migration	Face-to-face	04.07.17
21.	Bharti Birla	National Project Manager, DFID Funded Work in Freedom Project	Face-to-face	07.07.17
22.	Suneetha Eluri	National Project Coordinator, Regular budget funded project Gender/ Domestic Worker	Face-to-face	07.07.17
WO and EO Constituent partners				
Trade unions				
23.	S.V Damle	AITUC	Group consultation	10.08.17
24.	Vijayakumar. P	HMS	Group consultation	10.08.17
25.	Jawahar Prasad Singh	LPF	Group consultation	10.08.17
26.	A.L. Abdus Samad	LPF	Group consultation	10.08.17
27.	Ashok Ghosh	UTUC	Group consultation	10.08.17
28.	Rajiv Dimri	AICCTU (General Secretary)	Group consultation	10.08.17
29.	Ramesh Sharma	AIUTUC (Secretary)	Group consultation	10.08.17
30.	P.J. Raju	INTUC	Group consultation	10.08.17

31.	Sunil Kumar	NFIU	Group consultation	10.08.17
32.	Kundan Kanskar	NFIU	Group consultation	10.08.17
33.	Mr Murugesan	JAF, Tamil Nadu	Telephonic	06.09.17
34.	Ms Kiran Moghe	CITU, Maharashtra	Telephonic	26.08.17
35.	Mr. Amitabh Guha	CITU	Face-to-face	23.08.17
36.	Mr Vrajesh Upadhyay	BMS	Telephonic	22.08.17
37.	Ms Vahidha Nizam	Secretary; All India Trade Union Congress (AITUC); Tamil Nadu	Telephonic	22.08.17
38.	Mr Banasure, JAF	JAF, Maharashtra	Telephonic	
Employers' Organization				
39.	P.K Bharadwaj	Laghu Udyog Bharati	Group consultation	10.08.17
40.	M.L Dhawan	Laghu Udyog Bharati	Group consultation	10.08.17
41.	V.K Singh	EFI	Group consultation	10.08.17
42.	B.P Pant	CIE (AIOE)	Group consultation	10.08.17
43.	Bharat Singh Mehta	PHDCCI	Group consultation	10.08.17
44.	S.B Tare	SCOPE	Group consultation	10.08.17
45.	Ladali Khatun	PHD Chamber of Commerce & Industry New Delhi	Group consultation	10.08.17
46.	G.P Srivastava	ASSOCHAM	Group consultation	10.08.17
47.	Neha Bahl	Deputy, Skill Development, CII	Group consultation	10.08.17
48.	Dr. Shilpa Datar	Swayam Personality Assessment (ASSOCHAM)	Group consultation	10.08.17
49.	Mr Sharad Patil	ex-DG, Employers Federation of India; Mumbai	Telephonic	04.09.17
50.	Shraddha Sabharwal	FICCI, National Coordinator for SCORE	Telephonic	06.09.17
Government				
51.	Mr. Gajanan Raut	MGNREGP, MoRD; Delhi	Face-to-face	30.08.17
52.	Mr Manish Gupta and Ms Anuja Bapat	Joint Secretary, Ministry of Labor & employment	Face-to-face consultation	22.09.17
53.	Mr S S Bhatia	Deputy Director, NRRDA and ILO focal point for PMGSY	Telephonic	30.08.17
54.	Dr Sunita Chhiba	Senior Advisor, MSDE	Face-to-face	21.09.17
55.	Mr M C Luther	JS/PGE, MEA	Telephonic	07.09.17
56.	Mr Piyush Sharma	Ex-Labour Commissioner, Delhi	Face-to-face	07.09.17
57.	Mr D.P. Gupta	Former DGRD, (Ministry of Road Transport and Highways (MoRTH)	Telephonic	06.09.17
58.	Mr Madhav Lal	Ex-Secy, MoMSME; Delhi	Telephonic	08.09.17
59.	Mr Rajesh K Chaturvedi (with Ms Tuhina Chatterjee)	DG, NSDA	Face-to-face	08.09.17
60.	Dr Sunita Sanghi	Advisor, Niti Ayog; Delhi	Face-to-face	20.09.17
Stakeholders/Partners				

61.	Dr. Manish Srivastava	Programme Director, Samarthan; Chhattisgarh	Telephonic	18.08.17
62.	Mr Ranjan Panda	Deputy Director, Program and Planning, CINI, Jharkhand	Telephonic	21.08.17
63.	Dr. Sasikumar	VVGNLI; Noida	Telephonic	22.08.17
64.	Dr. Ravi Vemuru	Non-Resident Telugu Society; Andhra Pradesh	Telephonic	22.08.17
65.	Amod Kanth	Prayas, Delhi	Face-to-face	28.08.17
66.	Sr. Margaret Sekhose	Fernando Domestic Workers Alliance, Centre for Development Initiative (CDI), Assam	Telephonic	24.08.17
67.	Maj Gen Manik Sabarwal	CEO, Domestic Worker Sector Skill Council	Face-to-face	28.08.17
68.	Dr Sunita Sanghi	Advisor, Niti Ayog; Delhi	Face-to-face	20.09.17
	UN Agency			
69.	Ms Radhika Kaul Batra	UN Coordination Advisor Office of the UN Resident Coordinator, New Delhi	Telephonic	03.10.17

Annexure III: List of Key Knowledge Products

LIST OF ILO KNOWLEDGE PRODUCTS (2013-17)	
ILO Pradhan Mantri Gram Sadak Yojana Rural Road Project	
1	Brochure on Smartphone Based application for Road Inventory Survey
2	Brochure on Periodic and Emergent Road Maintenance
3	Brochure on Road Maintenance & Management System
4	Managing Rural Roads, a rural roads A Hand book”
5	Standard Bidding Document for Performance Based Maintenance Contracts
6	Standard Bidding Document for Community Contracting
7	Rural Roads Maintenance Training Module for Engineers (9 modules)
8	Rural Roads Maintenance Training Module for Contractors (9 modules)
9	Impact Assessment Study of Improved Rural Road Maintenance System under PMGSY
10	Strengthening Capacity of Panchayati Raj Institutions: Managing Maintenance of Rural Roads, A Report
11	Managing Maintenance of Rural Roads: Guidance Note for States
12	Maintenance of Rural Roads: Policy Framework
13	Policy on Maintenance of Rural Roads: Guidance Note for States
14	Final Report on Community Contracting Pilots in Himachal Pradesh
15	Final Report on PBMC Pilots in Himachal Pradesh & Uttarakhand
16	Report on Options for Community Contracting`
17	Video of Grass & Shrub cutting Machine, Punjab
18	Advocacy Film on Routine Maintenance of Roads
19	E Payment /Online payments to Contractors in Uttar Pradesh & Madhya Pradesh
20	A documentary on Piloting of Performance Based Maintenance Contracting for Rural Roads in India
21	A documentary on Piloting of Community Contracting in Himachal Pradesh for Rural Roads in India
CONTRIBUTION TO STRENGTHEN SKILLS POLICY AND IMPLEMENTATION FRAMEWORKS IN INDIA	
1.	<p>Towards a More Effective Labour Market Information System in India -, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_229258.pdf, Manipal-City & Guilds Skills Training Private Limited - May 2013</p> <p>Study on Sectoral Approaches to Skills in India - Manipal-City & Guilds Skills Training Private Limited</p> <p>Skills needs and gaps assessment of agriculture workers in 3 districts of Rajasthan (Bikaner, Churu and Jodhpur) – National Skills Foundation of India</p> <p>Skill Development Initiative: Modular Employable Skills Scheme:,Feedback from the Field http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_332262.pdf, Astha Ummat, July 2013</p> <p>Towards a Model Apprenticeships Framework – A Comparative Analysis of National Apprenticeship Systems, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_234728.pdf, ILO/World Bank, January 2014</p> <p>Possible Futures for the Indian Apprenticeships System, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_234727.pdf , ILO/World Bank, January 2014</p> <p>Using Benefit Cost Calculations to Assess Returns from Apprenticeship Investment in India: Selected SME Case Studies, Sandra Rothboeck, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_332263.pdf, February 2014</p> <p>Development of Recognition of Prior Learning (RPL) systems, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_332261.pdf – DEFT Advisory and Research Pvt. Ltd., January 2014</p>

	<p>Evaluation services to National Skills Development Agency (NSDA) for the RPL pilot assessments in five selected sectors, DEFT Advisory and Research Pvt.Ltd., February 2015 and April 2016</p> <p>Tracer study/tracking at periodic intervals of the 10,000 students covered by the pilot projects to assess progress in RPL pilots, Caretel Infotech Pvt. Ltd., April 2015</p> <p>Report on National Consultative Forum on a Proposal for National Occupational Standards in India for Technical and Vocational Teachers/Trainers and Assessors, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_249739.pdf, March 2014</p> <p>Supporting Quality Teaching, Training and Assessing for Skill Development: India – A short survey of five countries and Proposal for National Standards & Qualifications for Trainers & Assessors, Ms Melanie Chapman, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_332260.pdf, March 2014</p> <p>Trade unions and skill development in India: Challenges and international experience, Stirling Smith, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_342335.pdf, May 2014</p> <p>Development of National Occupational Standards and Quality Packs for trainers and assessor for India – Performance Development, Sept 2014</p> <p>Skills Assessment in India – A Discussion Paper on Policy, Practice and Capacity, British Council, http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_346824.pdf, October 2014</p> <p>Manpower planning identifying industry linkages for employment opportunities and assessing skill development needs in Aizawl, Mizoram and Policy Framework for Manpower Planning and Skill Development in Mizoram - DEFT Advisory and Research Pvt.Ltd., December 2015</p> <p>Manpower planning, identifying industry linkages for employment opportunities and assessing skills development needs in 3 district of Assam – DEFT Advisory and Research Pvt. Ltd., March 2017</p> <p>Study for manpower planning, identifying industry linkages for employment opportunities and assessing skill development needs for selected districts and clusters of Odisha, DEFT Advisory and Research Pvt. Ltd.</p> <p>Development of toolkit to conduct labour market surveys and skills needs assessments, DEFT Advisory and Research Pvt. Ltd. (Ongoing)</p> <p>Developing strategies and tools for gender equality in TVET policies/programmes, Jyoti Tuladhar (Ongoing)</p> <p>Review of existing operational frameworks of selected countries for Sector Skill Councils for technical inputs on the Sharda Prasad Committee Review, Belinda Smith (Ongoing)</p>
2.	<p>Reports of ILO-facilitated National Skills and TVET Data Working Group, Skill development challenges in infrastructure/construction sector, Reports/documents on meetings/roundtables/discussions on skills issues: notes on meetings of the National Skills and TVET Data Working Group minutes of capacity building activities for employers and workers organizations; record of Roundtable discussions on Skill Development Challenge in Infrastructure/Construction Sector; report on National Workshop on Skills Development for Employers and Workers Organizations; report on development of NOS/QP for Assessors and Trainers</p>
3.	<p>Training materials prepared for pilot programmes on operationalization of DGE&T's Skills Development Initiative (SDI) – Modular Employable Skills (MES) Programme in three clusters: Firozabad (glassware industry): (April 2013)</p> <ul style="list-style-type: none"> - Kiln Formed Glass Levels 1, 2, 3 - Competency Standard + Learners and Trainers Manuals (in English & translated in Hindi) - Design with Glass Level 1 - Competency Standard + Learners and Trainers Manuals (in English & translated in Hindi) - Design Application with Bangles (In English + translated in Hindi) - Lamp work/Flame work Level 1 (In English) <p>Moradabad (glassware industry): (February 2012)</p> <ul style="list-style-type: none"> Engraving Level 1 – Competency-based Training Module (Learners); Engraving Level II – Competency-based Training Module (Learners); Engraving Level 1- Trainers guide in English and Hindi); and Etching – Competency Standard in English and Hindi <p>Delhi (domestic workers): (August 2012)</p>

	<p>Level 1 Household Help (General) – Competency Standard + Learners Manuals (both in English and Hindi);</p> <p>Level 2 Household Child care – Competency Standard + Learners and Trainers Manuals (both in English and Hindi);</p> <p>Level 2 Household Elderly Care – Competency Standard + Learners and Trainers Manuals (both in English and Hindi);</p> <p>Level 3 Household Baby Care – Competency Standard; and</p> <p>Level 3 Household Infirm Adult Care – Competency Standard</p>
4.	<p>National Rural Employment Guarantee Programme (NREGP)</p> <p>Case studies on Organization of Workers in MGNREGA in the States of Andhra/Pradesh, Telangana, Karnataka, Odisha and Rajasthan - Christine Nathan and Joseph Pannirselvam – February 2015 & January 2016</p> <p>- Training materials for training of barefoot technicians under India’s MGNREGA – Mukesh C. Gupta and Mr. A. Murali – http://rural.nic.in/netrural/rural/sites/BFT_Training.aspx - October 2015</p> <p>- BFT Training Materials</p> <p>Barefoot Technicians Module :</p> <p>Measurements (English / Hindi)</p> <p>1.2 Maps and Sketches (English / Hindi)</p> <p>1.3 Construction Technology (English / Hindi)</p> <p>1.4 Basic Surveying and Setting Out (English / Hindi)</p> <p>1.5 Rates and Measurement (English / Hindi)</p> <p>2.1 Key Features (English / Hindi)</p> <p>2.2 Permissible Works (English / Hindi)</p> <p>2.2.1 Roads (English / Hindi)</p> <p>2.3 MGNREGS Documents (English / Hindi)</p> <p>2.4 ICT and Reports (English / Hindi)</p> <p>Handbook (English / Hindi)</p> <p>BFT Module Session Plan (English / Hindi)</p> <p>Training Module :</p> <p>a. Trainers Guide(English / Hindi)</p> <p>b. Training of Trainers Session Plan</p>
5.	<p>Pradhan Mantri Awas Yojana – Grameen (PMAY-G):</p> <p>Rural masons training materials Andreas Beusch/A.Murali – http://iay.nic.in/netiay/home.aspx</p> <p>01 Basic knowledge for trainers</p> <p>02 Setting Out Construction workers for trainers</p> <p>03 Masonry Works for trainers</p> <p>04 Concrete Works for trainers</p> <p>05 Sanitary fitting fixtures for trainers</p> <p>06 Trainee mason handbook</p>
EMPLOYERS ACTIVITIES	
1.	Contract Labour – Indian Employers’ Organizations Perspectives - 2014
WORKERS ACTIVITIES	
1.	Trade Union Guidebook on Campaigning for Core Labour Standards - October 2014
INDUSTRIAL RELATIONS	
1.	Industrial Relations in India – Working Towards a Possible Framework for the Future – K.R.Shyam Sundar – July 2015
2.	India’s Industrial Structure and Policy: Challenges and Way Forward for a Progressive Trajectory – Praveen Jha
3.	Handbook on Labour Law Reforms in India – A handbook analysing the changes proposed to the central labour laws of India and the changes recently effected from a workers’ perspective – Ramapriya Gopalakrishnan - 2015
OCCUPATIONAL SAFETY AND HEALTH	
3.	Technical Capacity Analysis of Directorate General, Factory Advice Service and Labour Institutes (DGFASLI) – Rajen Mehrotra – April 2016

	SOCIAL DIALOGUE
1.	Mapping and Assessment of Social Dialogue and Labour Administration Frameworks at State Level: Karnataka State – Supriya Roy Chowdhury -2015
2.	Mapping and Assessment Study of Social Dialogue and Labour Administration Systems in Tamil Nadu – M. Balasubramanian - 2015
3.	Mapping and Assessment Study of Social Dialogue and Labour Administration in Maharashtra – Suchita Krishnaprasad - 2015
4.	Labour Administration and Social Dialogue – A Mapping Exercise of Kerala – A.V. Jose - 2015
SCORE-INDIA	
Studies	
1.	Potential role of the MSMEs in the Growth of Manufacturing Sector and Employment Generation in India - A Think Piece - Dr. K.P. Kannan – 2013
2.	Schemes of the Ministry of Micro, Small and Medium Enterprises - Abhinav Pandya 2014
3.	Concept Note on ‘Potential role of workers and employers organizations to support generation of more and better quality jobs by MSMEs in the global supply chains’ – Dr. Ashok Sahu 2015
4.	ILO SCORE India / DCED Standard for Results Measurement, 15 April 2015
5.	Promoting Formalization of the Value Chain in Automobile Sector’ and ‘Promoting and Marketing SCORE in the Light Engineering Sector’ in Pune, Maharashtra - Dhananjay Pingale – 2015
6.	Concept Note – Start up India - Ms. Shambhavi 2016
7.	Study on ‘Identifying and Promoting Good Labour Practices in the Apparel Industry’ – Prof. Dev Nathan January’ 2017
8.	Sexual Harassment at The Workplace: Frequently Asked Questions – (Shruti Gupta – 2017)
You tube Videos:	
SCORE India Promotional Videos on:	
1.	Module 1 on ‘Workplace Cooperation’ (English)
2.	Module 2 on ‘Quality’ (English)
3.	Module 3 on ‘Productivity and Cleaner Production’ (English)
4.	Module 4 on “‘Workforce Management for Cooperation and Business Success" (English)
5.	Module 5 on ‘Safety and Health at Work: A Platform for Productivity’ (English)
Thematic Videos:	
1.	ILO SCORE India : ‘Green SMEs, Win SMEs’ (English)
2.	ILO SCORE India: Gender Equality in small and medium enterprises (English)
3.	ILO SCORE India: "Safe Workplace Makes SMEs Productive" (English)
4.	ILO SCORE Programme For SMEs (English)
5.	ILO SCORE India: Any mantra for SMEs to improve long term competitiveness? (English)
6.	ILO SCORE India : Helps SMEs become Productive and Competitive (Hindi)
7.	ILO SCORE India -'Management essentials for the SMEs to sustain market competitiveness' (English, Tamil & Marathi)

Case Studies:	
1.	Compendium of Case Studies
2.	You can excel when you care: How employees' participation increases overall production and productivity (Sandra Rothboeck – 2013)
3.	Workplace discrimination: Building better morale boosts company competitiveness
4.	Making SMEs productive and competitive to create more and better quality jobs in India (Case study featured in United Nations Newsletter - July 2016)
5.	Case Study on Migrant Workers (UN News)
6.	Case Study on Women Workers – Standing Tall
7.	Case Study on Environment: - Learning to handle wastes
Training Materials (Training Manual and PPT) for Light Engineering and RMG Sectors	
1.	SCORE Module 1: Workplace Cooperation – (English, Hindi, Tamil, Marathi, Kannada, Telugu)
2.	SCORE Module 2: Quality – (English, Hindi, Tamil, Marathi, Kannada)
3.	SCORE Module 3: Productivity Through Cleaner Production (English, Hindi, Tamil, Marathi, Kannada)
4.	SCORE Module 4: Workforce Management (English, Hindi, Tamil, Marathi & Kannada)
5.	SCORE Module 5: Safety and Health at Work (English, Hindi, Tamil, Marathi & Kannada)
WAY OUT OF INFORMALITY PROJECT	
1.	Promoting transition towards Formalization: Selected Good Practices in Four Sectors (2014) – SANDRA ROTHBOECK
2.	Labour Laws, the Business Environment and the Growth of Micro and Small Enterprises in South Asia (2014)
3.	Assessment of five sectors: Construction, Transport (Road), Hotel and Restaurants, Dry Fish Processing and Bidi Making (March – May 2013)
4.	Thematic study conducted on the construction sector (July- September 2013)
5.	Labour Law and the Cost of Regularisation – A Synthesis Report (2014)
6.	Workshop Report: Knowledge Sharing Workshop on Measuring for the Informal Economy (May 2013)
7.	Study of small scale manufacturing linked to the automobile industry India (2013)
8.	Informality among small scale manufacturing enterprises in the automobile sector: A study in three states of Haryana, Maharashtra and Tamil Nadu (2014)
9.	Mapping of National Labour Legislations Applicable to Micro, Small and Medium Enterprises in India (2014)
10.	Manufacturing sector and productivity (2014)
11.	Labour Law and the Cost of Regularisation India (2013)
12.	Story of Mr. Ashok, Ranzunjar, Pune (July 2016)
13.	Study by Tata Institute on “Mapping decent work deficits in automobile value chain in Pune, Maharashtra” (2016)
14.	Trainers' manual on Labour laws and Workers' rights (Marathi - 2015)
15.	Trainers' manual on Compliance management (English - 2016)
16.	C-BED module on “Aspiring entrepreneurs” (Marathi - 2016)
17.	C-BED module on “Financial literacy” (Marathi - 2016)

EMPLOYMENT/STATISTICS	
	<p>Youth Employment and Unemployment: An Indian Perspective –Sher Verick and Arup Mitra - http://www.oit.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_211552.pdf - March 2013</p> <p>Wage-Productivity Gap in India during the Post-Liberalization Period – Dr. Byasdeb Dasgupta “Towards inclusive growth through more and better jobs: can the manufacturing sector play a greater role” in Pakistan – Lahore School of Economics “Towards inclusive growth through more and better jobs: can the manufacturing sector play a greater role” in Sri Lanka – Prof. Sunil Chandrasiri Discussion paper on Employment And Labour Market Issues For Creating Dynamic Labour Environment In India – Ashok Sahu, July 2014 Promoting employment and skills development in the manufacturing sector in India – Institute for Human Development - http://apskills.ilo.org/resources/promoting-employment-and-skills-development-in-the-manufacturing-sector-in-india- November 2014 An assessment of the labour statistics system in India – T.S. Papola - http://www.ilo.org/newdelhi/whatwedo/publications/WCMS_342333/lang--en/index.htm - December 2014 Comprehensive approach to growth, employment and poverty reduction” in India: - Prof. C.P. Chandrasekhar & Prof. Jayati Ghosh - http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_334063.pdf - January 2015 Discussion paper on employment and labour market issues based on the blueprint for creating a dynamic labour environment in India – Dr Ashok Sahu Towards an Indian Wage Report 2015 – T.S.Papola - 2015 Wage share in the Organized Manufacturing Sector in India – Vinoj Abraham - 2015 Evolving labour practices in Asia: Insights from India – Dev Nathan - http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_501117.pdf - March 2016 The State of Rural Labour Markets in India – Partha Saha - http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_501310.pdf - May 2016 Labour market assessment on Uttar Pradesh drawn from existing data and studies – R.P. Mamgain, May 2016 Overview of the links between inter-state migration & wage differentials – Jayan Jose Thomas, July 2016 Labour Market Updates on a regular basis for countries in the South Asian subregion – Ruchika Chaudhary To carry-out a study based on primary research on good practices in the apparel industry & develop a manual on good practices to add the issues of productivity & quality in the garment industry – Dev Nathan, December 2016 Unlocking India’s Youth Potential – background paper for the event Future of Work in India and Young People’s Aspirations – Rimli Borooh - 2016</p>
LABOUR LAW REFORMS	
1.	<p>Preliminary review and comments on the draft bill for The Small Factories (Regulation of Employment and Conditions of Services) Bill 2014, Clarus Law Associates, October 2014 Mapping of National labour legislation applicable to Micro, Small and Medium Enterprises in India, Ashok Sahu, September 2014 – ILO’s technical support to the constituents, within its mandate, on the current labour law reforms process in India, Ashok Sahu, October 2014 Review of the draft Small Factories (Regulation of Employment and Conditions of Services) Bill 2014, Clarus Law Associates, November 2014 Review of the draft Labour Code on Industrial Relations, 2015, & draft labour code on Wages, 2015, Clarus Law Associates, September 2015 Technical assistance on draft labour codes, Piyush Sharma, December 2015 Support in monitoring and documenting labour law reforms in India and review labour law reforms and related issues in South Asia through a literature review - Santosh Kumar Upadhyay, December 2015 Technical support to review the OSH Code 2017 (India), Sean Cooney, March 2017</p>
FEMALE LABOUR FORCE PARTICIPATION	

1.	<p>Low female employment in a period of high growth: Insights from a primary survey in Uttar Pradesh & Gujarat – http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_250113.pdf Institute of Applied Manpower Research – April 2013</p> <p>Field study: Women’s Economic Empowerment in India and South Asia Dr. Govind Kelkar - http://www.oit.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_233096.pdf - December 2013</p> <p>Enabling women’s work - Ratna Mangala Sudarshan - http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_324624.pdf -October 2014</p> <p>Female labour force participation in India and beyond – Ruchika Chaudhary and Sher Verick – http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_324621.pdf - October 2014</p>
START AND IMPROVE YOUR BUSINESS (SIYB)	
1.	Impact assessment study in respect of selected organizations trained during the SIYB TOT in 2012 – Chandramauli Pathak
SOCIAL PROTECTION	
1.	A Social Protection Floor for India – Ravi Srivastava - http://www.ilo.org/newdelhi/whatwedo/publications/WCMS_223773/lang--en/index.htm - October 2013
2.	- Assessing Social Protection Provisions in State and Union Territories in India using a Social Protection Floor Approach – IHD - 2015

Annexure V: CPOs under DWCP Priority Areas

Priority 1: International Labour Standards and Fundamental Principles and Rights at Work promoted
2012-13
IND 101 Decent and productive employment integrated into socio-economic policies thru policy action research
IND 102 Improved employability through enhancements to the skills development system that improve responsiveness to current and future labour market needs
IND 103 Enterprise development programmes supported for creation of productive employment and decent work
IND 104 Enhanced national capacity to effectively plan, design and implement public employment and investment programmes through infrastructure works
IND 126 Social protection policies/programmes formulated and progressively extended
IND 127 Enhanced national capacities in developing/implementing policy, legal and other measures/programmes that are aimed at making decent work a reality for women and vulnerable workers, with particular focus on domestic workers
2014-15
IND 101 - Integration of employment objectives in policies and programmes with a focus on women, youth and workers in the informal economy
IND 102 - Enhanced regulatory and delivery mechanisms to promote access and inclusion in skills development
IND 103 - Improved policies and programmes on sustainable enterprise development and formalization
IND 104 Enhanced national capacity to effectively plan, design and implement public employment and investment programmes through infrastructure works
IND 105 - Strengthened integration and harmonization of labour statistics
IND 126 - National social protection floor built and workplace compliance strengthened
2016-17
IND 101 - Integration of employment objectives in policies and programmes with a focus on women, youth and workers in the informal economy
IND 103 - Improved policies and programmes on sustainable enterprise development and formalization
IND 104 - National rural programmes that contribute to decent work and productive employment are expanded through effective national and state partnerships
IND 105 - Strengthened integration and harmonization of labour statistics
IND 106 - Improved gender-responsive labour migration policy frameworks
IND 126 - Expanded and strengthened social protection coverage progressively contribute to the building of a national social protection floor.
Priority 2: Policies for Job-rich and inclusive growth promoted, especially for Women, Youth and Disadvantaged groups
2012-13
IND 128 Enhanced capacities of the constituents to develop/implement policy, legal and other measures to eliminate discrimination at work
IND 129 Enhanced national capacities in developing and/or implementing policy, legal and other measures to promote decent work in selected economic sectors (fishing, maritime and construction)
IND 130 Adopt and implement effective workplace policies and programmes to prevent the spread of HIV, discrimination and stigmatization of People Living with and vulnerable to HIV in selected economic sectors
IND 151 Policy framework is strengthened for elimination of child labour
IND 152 Policy framework is strengthened for reducing vulnerability to bondage
IND 801 Strengthened institutional capacity of employers' organizations

IND 802 Strengthened institutional capacity of workers' organisations
IND 826 Strengthened capacity of member states to ratify and apply International Labour Standards and to fulfil their reporting obligations
IND 901 Labour administrations apply up to date labour legislation and provide effective services and strengthened labour inspection system in India in line with international labour standards.
2014-15
IND 127 - More women and men, both in the formal and informal economy, have access to social protection and improved working conditions
IND 128 - Enhanced capacities of the constituents to develop/implement, policy, legal and other measures to eliminate discrimination at work
IND 129 - Enhanced national capacities in developing and/or implementing policy, legal and other measures to promote decent work in selected economic sectors (fishing, maritime and construction)
IND 130 - Adopt and implement effective workplace policies and programmes to prevent the spread of HIV, discrimination and stigmatization of People Living with and vulnerable to HIV in selected economic sectors
IND 151 - Policy frame-work is strengthened for elimination of child labour
IND 152 Policy framework is strengthened for reducing vulnerability to bondage
IND 176 - Strengthened national and state level tripartite mechanisms for effective social dialogue and industrial relations
IND 177 - Consensus built and a roadmap towards revision of labour laws adopted
IND 801 Strengthened institutional capacity of employers' organizations
2016-17
IND 127 - More women and men, both in the formal and informal economy, have access to social protection and improved working conditions
IND 151 - Enhanced implementation of national and state level policies and programmes to prevent unacceptable forms of work
IND 176 - Strengthened national and state-level tripartite mechanisms for effective social dialogue and industrial relations
IND 801 - Strengthened institutional capacity of employers' organizations
IND 802 - Strengthened institutional capacity of workers' organizations
IND 826 - Strengthened capacity of member states to ratify and apply international labour standards and to fulfil their reporting obligations
Priority 3: National Social Protection Floor Built and Workplace Compliance Strengthened
2014-15
IND 802 Strengthened institutional capacity of workers' organisations
IND 826 - Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations.
IND 901 - Enhanced social dialogue on labour governance and on compliance with labour laws
<i>No CPOs reported in 2012-13 and 2016-17</i>