



## Decent Work Country Programme for India

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### Introduction:

This report published by ILO gives an overview of the strategic framework developed in collaboration with the Government of India, Ministry of Labor and Employment (MoLE), employers' and workers' organizations for the next five years (2023-2027) to promote decent work and inclusive economic growth in India. The report also talks about the previous DWCP plan (2018-2022) which was modified for 'human-centered recovery inclusive of sustainable and resilient' due to the unprecedented events of the COVID-19. The report's objective is to instill sustainable development, green economy, just transition to formalization and quality employment opportunities for women and men and other vulnerable groups, and diminish the gender pay gap all through the social dialogue and tripartite constituents.

### Key Findings:

- **Employment Generation:** Fostering viable and eco-friendly businesses within labor-intensive industries is equally crucial for enhancing employment elasticity and fostering high-quality job opportunities. Significant potential lies in harnessing employment opportunities within the green economy, digital realm, and emerging sectors like the healthcare economy. This potential can drive sustainable development and help tackle prominent growth obstacles in India, such as enhancing women's participation in the workforce.
- **Social Protection:** India is advancing towards ensuring income security and healthcare access for all its citizens by tackling diverse obstacles. The primary objective should revolve around building a universal social protection framework based on rights. This system should ensure consistent support across individuals' lifespans, regardless the type of employment they were previously engaged in. During the COVID-19 pandemic, the epiphany of 90% informal workforce highlighted the serious challenge of inclusive social protection measures. Social partners pinpointed raising awareness about government schemes and assisting workers in their utilization as a prime area of emphasis.
- **Social Dialogue:** The need to revive national-level tripartite mechanisms has been emphasized by social partners. There's also a push to enhance state-level tripartite mechanisms and social dialogue. Additionally, bipartite dialogues are vital for workplace cooperation and conflict resolution. The India DWCP 2023–2027 aims to: expand social dialogue by empowering informal sector employers and workers, encourage freedom of association and collective bargaining, foster workplace cooperation, improve labor regulations, enhancing labor administration institutions, and strengthening labor inspectorates.
- **Gender Equality and Non-Discrimination:** Empowering individual's demands realizing a transformative gender equality agenda that ensures equal opportunities, participation, and treatment at work. It involves better family responsibility sharing, work-life balance, and healthcare economy investments. The pandemic exposed the vulnerabilities of short-term and circular migrant workers, emphasizing the necessity to address their rights and inclusion in social protection. Women migrant workers face discrimination, pay gaps, violence, and safety issues, urging a focus on their rights in labor migration policies.
- **Skills Development and Education:** In light of rapid technological progress and evolving skill demands, India's skill ecosystem requires a reorientation to effectively tackle these dynamic challenges. Shifting toward a lifelong learning approach is essential, prioritizing problem-solving skills to enhance critical and analytical thinking, fostering learning skills for acquiring new knowledge, and cultivating social skills to encourage collaboration and teamwork. Significantly, emphasis should be placed on both 'on-the-job training' and the promotion of entrepreneurship. Additionally, leveraging technological advancements is vital to support young workers in exploring emerging employment

prospects. It's imperative to conduct skills gap assessments across sectors, and upgrade curriculum and certifications to align with global standards.

- **Green Jobs and Sustainable Development:** Significant employment potential exists in the green and digital economies, along with emerging sectors like the healthcare economy, fostering sustainable development and addressing challenges to India's growth, such as women's workforce participation. Worker representatives stress the impact of climate change, the green economy shift, and technology like AI on workers. Equipping them with adaptable skills, including digital and future-oriented skills, life skills, and soft skills, empowers youth and women to join the workforce and enhance productivity. This approach facilitates upward mobility from low-skill to higher-skill jobs. The DWCP's key areas include skills mapping, integrated information systems, revising TVET courses, backing national skill initiatives, and advocating for ongoing skills enhancement with employers.
- **Informal to formal economy:** A comprehensive approach is essential to transition from informality to formality, involving coordinated efforts across policies, institutions, and authorities. In India, prioritizing the integration of informal workers and enterprises into the formal economy using technology is crucial. A collaborative action plan involving social partners is necessary. Existing initiatives, like boosting the manufacturing sector and enhancing digital infrastructure, should be aligned with the explicit goal of formalizing jobs and enterprises, rather than formalization being a residual outcome.
- **Data and Research:** Data capture plays a crucial role in fortifying policies and strategies for both decent work and inclusive growth. It provides the necessary insights to tailor approaches, ensure targeted interventions, and foster informed decision-making that benefits individuals, communities, and economies.

**Read More at:** [Decent Work Country Programme India 2023-2027](#)

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