



Committee Name: International Labour Organization (ILO)

Country: India (Worker's Representative)

Agenda: Achieving the Decent Work Agenda Through Reinforcement of Collective Agreements

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Many employers and workers have a conflict to apply the Decent Work Agenda. The Decent Work Agenda includes secure employment, meaning the right of workers to work as long as they desire at their workplace; fair wages, meaning equitable earnings; safe working conditions, referring to the safety measures and protections in their workplace; social protection, which includes the economic and social rights of workers; social dialogue, ensuring communication between workers and employers, preventing harassment or mobbing; and labour rights and standards, ensuring that both men and women have equal opportunities while guaranteeing their safety. Collective bargaining agreements play a significant role in applying the Decent Work Agenda.

In India, while collective agreements are applied in certain major sectors, there is a significant number of employees that are registered to a union. Furthermore, there are many people who are working in the illicit work and gig sectors. The government of India must take precautions to eliminate the illicit work and right for unionization.

Although the government tries to apply collective bargaining methods, a huge amount of workers are not yet affiliated with any trade union. As a result, a majority of workers are deprived of their legal rights.

Moreover, a stronger social dialogue structure should be used, and union activities and movements must be supported to protect workers' rights in our country.

To improve the rights of the employees in India, collective bargaining must be developed, and the Decent Work Agenda must be mentioned in the collective agreements. At the same time, unions should be promoted, the trust in unions should be enhanced, and the quality of collective agreements made by unions should be improved.