

Chapter - 22

INTERNATIONAL COOPERATION

INTRODUCTION

Technical Cooperation Programme

22.1 International Labour Organization (ILO) and India have an enduring and active relationship, which has been marked by close and dynamic cooperation over the years. India has been actively supporting and participating in ILO's Technical Cooperation Programmes.

ILO PROJECTS IN INDIA

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

22.3 ILO's technical assistance is also provided to India in conducting feasibility studies, design of projects and in the organization and implementation of training programmes and workshops where ILO experts function as resource persons. Under the Active Partnership Policy of the ILO, collaboration between the ILO and India is supported by technical inputs from the multidisciplinary teams in New Delhi (ILO-SAAT) and regional Office in Bangkok as well as by technical departments at the ILO Headquarters. During the year, technical specialists provided advisory services in international labour standards, statistics and also discussed areas of possible collaboration in future. The Government, along with Workers' & Employers' Organisations, worked closely with the ILO in identifying the major country objectives for the ensuing years. The main focus of the

exercise was to promote employment and social protection in the process of restructuring of the economy, elimination of child labour, management of working conditions and occupational safety and health in high-risk areas. During 2004, India participated in a number of National and International meetings organized by ILO.

Participation in Overseas Trainings/ Workshops etc.

22.4 During the year, six officers were deputed for training, workshops, seminars and meetings under the fellowships provided by the ILO and UNDP.

INDIA'S ASSISTANCE TO ILO

22.4 India is a founder member of the ILO and has been playing a leading role in its activities since its inception. Being one of the ten countries of Chief Industrial importance, India holds a non-elective seat in the Government Group of the Governing Body, which is the executive wing of the organization. India also provides technical manpower for ILO's activities. Several national experts were awarded contracts for undertaking studies in various fields.

22.5 The ILO is financed mainly by contribution received from the member states. The ILO Budget follows the calendar year and annual contributions are paid by the Governments of the member states according to a scale which the International Labour Conference on a year-to-year basis fixes and which follows the U.N. scale of assessment. We have been available ourselves the benefit of the Incentive scheme of ILO for timely payment of contribution during last 9 years. The amount of contribution paid by India to the ILO for the year 2005 was Swiss Francs 14,89,007 (equivalent to Rs.5,75,94,791.00).

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

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22.7 The delegations from Hashemite Kingdom of Jordan led by their Labour Minister and from People Republic of China led by their Vice Minister of Labour visited India and DG, ILO also visited India during the year. V.V. Giri National Labour Institute also organized a training workshop on labour related issues for a delegation of 15 officials from Islamic Republic of Iran.

22.8 India is a founder member of the International Labour Organization that came into existence in 1919 and also one of the permanent members of the Governing Body of the ILO. At present the ILO has 177 Members. A unique feature of the ILO is its tripartite character. At every level in the Organization, Governments are associated with the two other social partners, namely the workers and employers. The three organs of the ILO are: (1) International Labour Conference: - General Assembly of the ILO that meets every year in the month of June, (2) Governing Body: - Executive Council of the ILO that meets three times in a year in the months of March, June and November and (3) International Labour Office: - A permanent secretariat. India has been playing a pro-active role in the proceedings of the ILO since its inception.

22.9 In the spirit of tripartism enshrined in the Constitution of ILO, a tripartite delegation from India has been actively participating in the International Labour Conference/ Governing Body meetings held in Geneva every year and making rich and diverse contributions to the discussions and deliberations. India's association with ILO has been mutually beneficial. The diverse socio-economic and cultural experiences of India have had important bearing on the activities of the International Labour Conference and the Governing Body. And also, the experience gained by the Indian delegates and advisers over a period of time have helped in giving an international perspective to our national law and practice. India's is fully committed to the social and labour welfare measures meant for the betterment of workers. So far we have ratified 39 ILO Conventions including 4 core Conventions. With respect to ratification of ILO instruments, India's stand has been to go for ratification of a Convention only when we are satisfied that our national law and practices are in conformity with the relevant Convention.

92ND SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

22.10 The 92nd Session of International Labour Conference was held from 1-17 June, 2004 wherein a 24 member Tripartite Indian Delegation was led by Hon'ble Union Minister of Labour & Employment, Shri Sis Ram Olaji. Shri Satish Chaturvedi, Labour Minister, Government of Maharashtra, Ch Jagjit Singh, Labour Minister, Government of Punjab and Md. Amin, Labour Minister, Government of West Bengal were also part of the Indian delegation. This Session of ILC considered and deliberated on several important issues such as pursuance of multilateral policies for the world's growing number of migrant workers, adoption of a new standard on human

resources development, review of the state of fundamental rights of workers and employers, working conditions in the fishing sector and the DG, ILO's Report on the World Commission's Report on Social Dimension of Globalisation. Discussions were also held on the situation of workers in the Occupied Arab Territories and forced labour situation in Myanmar.

SOCIAL DIMENSION OF GLOBALISATION

22.11 The issue of Social Dimension of Globalisation was one of the important item of discussion in the Conference. The DG's Report on the World Commissions Report was discussed in the 92nd Session of ILC. Speaking on the Social Dimension of Globalisation, the Indian Delegation while conceding that globalisation has created opportunities for a few, stressed the need of global governance based on democracy, social equity and effective participation of all social partners to achieve decent work as a global goal and ensure that globalisation has a human face. The issue was also discussed during the 289th and 291st Session of Governing Body. India's stand on the issue has been: -

- India welcomed the Report of the World Commission on Social Dimension of Globalisation. While Govt. of India viewed that the World Commission's Report and recommendations are definitely a move in the right direction, it was felt that specific reforms to change the existing institutional framework to make it more adapted to challenges of globalisation have already been identified. It is, however, the details of any such proposed reforms that need to be discussed.
- While, India supported the principles embodied in the concept of decent work, it was asserted that at the present stage of our economic development, the basic requirement is first to ensure work to any potential

worker. Thereafter, all other elements of the concept of decent work would automatically follow.

- The Report suggested agreement between Multi-national Companies and global union federations on core labour standards. Government of India took the view that; any such arrangement would be impractical at the national level. Further, any encouragement of such agreements on core labour standards may undermine and marginalise the national consultative mechanisms among social partners. We, therefore, strongly feel that all issues relating to labour and Decent Work should be addressed within the existing ILO framework only.
- The key areas that are to be targeted as a step towards promoting fair globalisation should be in the interest of developing countries. To overcome the adverse fall-out of globalisation, India suggested efforts in the direction of creation of employment and skill development.
- Regarding the matter of partnership among various stakeholders as suggested in the report, the Government of India favourably considered partnership in the form of policy development dialogues among the various stakeholders in the areas of cross border movement of people, corporate social responsibility, globalisation and social protection, capacity building on information technology, regional integration and gender equality. India, however, does not favour any such arrangements extending beyond the agencies within the multilateral system in the area of 'development framework for foreign direct investment'. Though India supported the proposal for establishment of Global Policy Forum among interested international organizations, it was also indicated that the primacy of ILO as a forum to deliberate and resolve contentious labour issues should not be compromised.

- While India fully respects the core labour standards, these cannot be the basis for discussion on investment and trade measures.
- India recognised that globalisation has increased inter-dependence among nation States and also conceded that globalisation has brought the need for good and coherent global governance into focus. However, we do not subscribe to any multilateral agency overriding the policies of sovereign nation States.
- In India, we are still grappling with the issues concerning unemployment and poverty alleviation. Our country is sensitive to the needs of our people and is committed to providing them fair opportunities and decent work. However, at this stage of development, we are not in a position to support the concept of a 'common socio-economic floor across the globe' as recommended by the Report.

PLENARY SESSION

22.12 Dr. P.D. Shenoy, Union Labour and Employment Secretary addressing the plenary Session on 11th June, 2004 complimented the Director General for bringing out a comprehensive and informative report – “Report of the Director General – ILO programme and implementation 2002-2003 and reiterated India” commitment to the principles enshrined in the ILO core or fundamental Conventions.

22.13 In a special plenary session arranged to discuss “Global Report on Organising Social Justice”, Dr. P.D. Shenoy asserted that an effective dispute settlement machinery and strong labour administration are essential to realise the objective of the Conventions. Economic Development cannot be sustained without harmonious industrial relations. He asserted that our commitment and adherence to the principles of the ILO core Conventions are evident in our political

tradition, free society, free press and a very strong independent judiciary. Our Constitution guarantees freedom of association, freedom of organization, freedom of expression and all other forms of freedom that constitute a guarantee of the rights against exploitation and discrimination.

COMMITTEE ON APPLICATION OF STANDARDS

22.14 The Committee on Application of Standards examined the compliance of member countries to their obligations arising out of the ILO Constitution as well as ratified Conventions. The Committee also considered reports submitted by the member countries including India under Article 19 and 22 of the ILO Constitution on the application of Conventions and Recommendations and the discharge by member states of standard-related obligation under the ILO Constitution. The second part of the general discussion focused on employment policy, contribution of ILO standards on human resources development and small and medium enterprises (SME) in achieving full, productive and freely chosen employment.

22.15 In the context of working methods of the Committee, the Government member of Cuba, speaking on behalf of 18 countries including India requested a new examination of these methods to improve the efficiency, transparency and objectivity of the Committee’ work. India reiterated her support for the proposals made by the Government member of Cuba.

22.16 The Committee held a special sitting to examine the developments concerning the application of the Forced Labour Convention, 1930 (No. 29) by the Government of Myanmar. The Government member expressed the view that the initiation of the Joint Plan of Action in May last year was an important step which marked a new beginning in the

process of cooperation between the ILO and the Myanmar authorities. He urged both sides to move forward towards implementing this Plan of Action and conveyed India's satisfaction with the various steps that were taken towards its implementation. He informed the Committee of Government of India's view that Myanmar should be provided with adequate assistance to bring about the necessary changes without linking it to the internal political process in the country and also stressed that steps that had the potential of derailing this process had to be avoided.

COMMITTEE ON HUMAN RESOURCES DEVELOPMENT

22.17 The Conference Committee on Human Resources Development considered the proposal of a new instrument titled "Human Resources Development Recommendation, 2004" for adoption with a view to refine and to guide countries in developing their education and training policies and systems in order to ensure its completeness and relevance. The Indian delegation supported the adoption of the revised Human Resources Development and Training Recommendation (No. 195) and emphasised that as the volume of labour force in the country is very large, all the stakeholders should join hands for the skill development of our work force. We also reiterated the request for an 'International Skill Development Fund' for strengthening the efforts of the developing countries in this regard.

COMMITTEE ON FISHING SECTOR

22.18 The Committee considered revision of seven fishing instruments (five Conventions and two Recommendations dealing with minimum age, medical examination, articles of agreement, accommodation, food and training) with the purpose of adopting a comprehensive standard. New issues that were not covered by existing instruments included identity documents, repatriation, recruitment, medical care at sea,

occupational safety and health, social security protection, compliance and enforcement. The definition of "commercial shipping" also includes small fishers. The new standard would be very beneficial for India as the fisheries sector has a strategic income and employment generating capacity. The Indian delegation while welcoming the proposal, outlined the crucial place of fishing in the Indian economy, steps taken by the country to improve the lot of the fishermen, the need for creating awareness regarding safety at sea and the importance of education and training in the fishing sector.

COMMITTEE ON MIGRATION

22.19 The Committee on Migration met on the 1st June, 2004. The Report "Towards a Fair Deal for Migrant Workers in the global economy", reflects increasing importance of migration in the global economy of today and the rising mobility of people in search of decent work and human security and the commanding attention of policy-makers for promoting dialogue and multilateral cooperation in every region of the World. On the issue of migrant workers, the Indian delegation advocated the elimination of discrimination between migrants and non-migrants, but opposed regularisation of irregular migrants and proposed that formal channels of migration should be strengthened and streamlined to minimise irregular migration. The Committee reached a consensus on the plan of action that called for the development of a non-binding multilateral framework for a rights-based approach to labour migration and the establishment of an ILO dialogue on migration in partnership with international and multilateral organizations.

OTHER EVENTS

22.20 During the Conference, Shri Hardeep Puri, Ambassador and Permanent Representative of India chaired the meeting of Labour Ministers of Asia and Pacific Group. While participating in the

deliberations, the Government member of India talked about the problem of unemployment, productivity and income level of those already employed and provision of social security to poor workers and action taken by our country to address the problem.

22.21 The Labour Minister of Malaysia chaired the Labour Ministers' Conference on Non-Aligned countries. While addressing the Labour Ministers of Non-Aligned countries' Conference, the Government member of India supported the stand taken by the Government delegate of Cuba and asserted that, the system of global governance through international framework and agreements between the corporate bodies and global unions' federations to promote ethics in global production system as proposed by the ILO, would be impractical and difficult to implement at national levels. Moreover such bipartite agreements on Labour Standards between Multinational Corporations and global unions would undermine and marginalise the national tripartite mechanisms.

22.22 Several bilateral meetings were also held during the period of the Conference. Hon'ble Labour Minister, Shri Sis Ram Ola met with his counterpart H.E. Dr. Mario Lampiao Sevene, Labour Minister of Mozambique. The Labour Minister of Mozambique apprised Hon'ble Labour and Employment Minister of India that Dr. P.D. Shenoy, Secretary (L&E) had already signed an MOU with his country and they are looking forward for its implementation. Labour Minister of Mozambique sought full cooperation from India in this regard. On behalf of Union Labour and Employment Minister, Shri Sis Ram Ola, Secretary (L&E) assured that the Government of India would render all possible help to all participants, who would visit India for training purpose.

22.23 Dr. P.D. Shenoy, Secretary (L&E) had also meetings with Labour Minister of Sri Lanka, H.E. Athauda

Senevirathe and assured all possible help for extending cooperation in regard to organizing seminar or workshop in India with the help of the ILO. Dr. Shenoy also assured Deputy Labour Minister of Iran, Mr. Salamati, during the course of bilateral meeting with him to lend all possible help for implementation of the MOU that had already been signed. He appreciated the efforts of the Government of India and congratulated Secretary (L&E) on behalf of his country.

THE ILO GOVERNING BODY MEETINGS

22.24 A tripartite delegation from India took active participation in 289th, 290th and 291st sessions of the Governing Body held in Geneva during 2004.

289th Session of Governing Body

22.25 The 289th Session of Governing Body of the ILO was held from 11- 26 March 2004. The Union Secretary of Labour and Employment led the tripartite Indian delegation to the 289th Session of Governing Body. As the Regional Coordinator of the Asia and the Pacific Group (ASPAG), India chaired the meetings of Asia Pacific Group (ASPAG) during the Governing Body, coordinated the preparation and finalisation of the group statements of ASPAG and also presented these statements at the meetings of various committees and during the plenary of the Governing Body.

22.26 **The Committee on Freedom of Association** met on 11th March 2004 and examined the complaints made by workers' organization against the member countries concerning allegations of infringement of trade union rights. In regard to complaints against India (Case no.1890- infringement of trade union rights at M/s. Aguada Beach Resort Ltd., Goa and Case No.2158- infringement of trade union rights at M/s. Pataka Beedi Manufacturing Company Limited, Aurangabad, West Bengal), the Committee

has requested the Government of India for early conclusion of all these cases, in conformity with freedom of association principles.

22.27 The Committee on Employment and Social Policies met on 18th March, 2004. The Agenda item No.1 “Promoting decent employment through entrepreneurship” was discussed at length. It highlighted certain key points such as creation of large majority of jobs by small and medium sized enterprises (SMEs) and cooperatives and their important role in tackling poverty. The representative of the Government of India, speaking on behalf of the Governments of the Asia-Pacific group, stressed that the main instrument to promote SME entrepreneurship was micro-financing and hoped that the Office would formulate steps to promote entrepreneurship which would in term help economic growth and job creation.

22.28 The Committee discussed the second item concerning ‘productive employment for poverty reduction’. On behalf of the ASPAG, the Government member of India asserted that poverty was a global concern, and its halving by 2015 was the foremost Millennium Development Goal. The ASPAG had agreed with the strategies defined by the ILO for poverty reduction and emphasized the importance of agriculture, rural non-farm activities, and the urban informal economy. On the 3rd item “An update of the implementation of the Global Employment Agenda and related aspects of policy integration”, speaking on behalf of the ASPAG, the Government member of India highlighted the importance of promoting youth employment through deregulation of the business environment and support for micro and small enterprises, and the need to provide formal and non-formal skills upgradation and the importance of the informal economy.

22.29 The Committee on Legal Issues and International Labour Standards (LILS) met on 19th March, 2004. On the issue relating to implementation of

measures aimed at increasing the efficiency of the Credential Committee, the Indian delegate made an intervention on behalf of the ASPAG saying that while recognizing the important role played by the Credential Committee in ensuring that the tripartite participants to the Conference were legitimate representatives from their respective groups, considered that the mandate of that Committee should remain well defined. On the Global Report prepared under the “follow-up to the ILO Declaration on Fundamental Principles and Rights at Work”, the Indian delegate speaking on behalf of the ASPAG, agreed with the proposal of a thematic discussion on the Report and stressed that the time limits on statements should be observed. It was also recalled that there should be no deviation from the promotional nature of the follow up to the Declaration and that there should be no overlapping of supervisory mechanisms.

22.30 The Committee on Sectoral and Technical Meetings and Related Issues met on 15th March, 2004. During the discussion on the “Report on sectoral activities in 2002-03 and progress in the implementation of the programme for 2004-2005”, the Indian delegate speaking on behalf of the ASPAG, called for wider consultations with each of the regional groups to inform them of all aspects of the action programmes and to request countries to convey their interests within a deadline. Short listed countries should attend the planning meetings. The sectoral steering group should monitor progress every six months. In addition to seeking extra funds, the Office should ensure that the existing resources for each programme is optimised.

22.31 Working Party on Social Dimension of Globalization commenced its meeting on the 22nd March 2004. Among several issues that were placed before Governing Body, the most important issue that came up for discussion was the Report of the World Commission on Social Dimension of Globalisation.

290th Session of Governing Body:

22.32 The 290th Session of Governing Body was held on the 18th June 2004 and the Indian delegation actively participated in the proceedings of the Session.

291st Session of Governing Body:

22.33 The 291st Session of Governing Body was held from 4-19 November, 2004. Shri K.M. Sahni, Union Secretary of Labour and Employment led the tripartite Indian delegation.

22.34 **The Committee on Freedom of Association** met at the International Labour Office, Geneva on 4th, 5th, 6th and 12th November, 2004 and considered 36 complaints/cases along with replies of the Governments (member countries) concerning allegations of infringement of trade union rights. One among them was a Case No.2228 against India- allegations concerning infringement of trade union rights at M/s. Worldwide Diamond Manufacturing Company Ltd., VEPZ, Andhra Pradesh.

22.35 **The Committee on Legal Issues and International Labour Standards** met on 9th November, 2004 and considered the matters relating to standing orders, international legal instruments, legal agreements concluded by ILO, action relating to the protection of human rights etc. The Government member of India intervening during deliberations on 'Possible improvements in the standards-related activities of the ILO: Proposals regarding submission to competent authorities and the representation procedure', asserted that "when deciding on the receivability of a representation, the Governing Body should satisfy itself that there was at least one Employer or Worker representative from the country concerned who supported the representation. This would help to prevent frivolous representations submitted by organizations not related to or affected by a matter in which the social partners in the country concerned agreed". In regard to the

consolidation of rules applicable to the Governing Body, the Government member of India welcomed the proposal to consolidate the relevant rules. As a first step, he preferred a compendium of existing rules, prefaced with an explanatory note in which certain practices could be reflected without being fixed as legal rules.

22.36 **The Committee on Employment and Social Policy** met on 8th, 11th and 12th November, 2004. The mandate of the Committee was to consider and advise the Governing Body on ILO policies and activities in the field of employment, training, enterprise development and cooperatives, industrial relations and labour administration, working conditions and environment, social security, the promotion of equality between men and women in employment etc. The Committee made discussion on 'The minimum wage: Catalyst for social dialogue'. The Government member of India presented a statement on behalf of Coordinator of the ASPAG, stating that wages should ideally be determined through a negotiation process or sectoral bargaining; whereas governmental decisions should play a major role in the unorganized sectors where there is absence of a strong and structured organization of workers and employers for providing a benchmark for minimum wages. On trade, foreign investment and productive employment in developing countries, the Government member of India pointed out that trade liberalization could have a positive impact on employment and incomes, but that international efforts were needed to ensure fair rules for trade and capital flows and the cross-border movement of people, as well as market access for developing countries.

22.37 **The Committee on Technical Cooperation** met on 12th November, 2004. While intervening on the agenda item No.1 i.e., "The ILO's technical cooperation programme 2003-2004", the Indian delegate asserted the following:

- The ILO should increase its efforts in resource mobilization from important agencies like the UNDP.
- Employment sector has lost its position of the highest expenditures since 2002. This sector should be accorded the largest share out of the total technical cooperation expenditures. The successes of other sectors are contingent upon the success of this sector alone.
- The share of the least developed countries in the technical cooperation expenditure has continued to decline. The ILO should focus its attention and take appropriate action to give a higher weightage/share to the poorer regions.
- The ILO should lay more emphasis on the informal sector in its technical programme especially in the area of social protection as larger chunk of the workers in the developing countries are working in the informal sector.
- The ILO should provide more funds from the regular budget for funding of its technical cooperation projects rather than depending heavily on donor countries.
- There is a need to make use of the expertise and services of the existing institutes in the country in which the technical cooperation projects are implemented so as to achieve fruitful results.
- It is important to have a system, which would take care of the sustainability of the technical cooperation projects once the ILO assistance is withdrawn.
- Emphasis needs to be given to institution building to develop a few centres of excellence in the area of skill development so as to generate favourable conditions for decent work.

22.38 The Working Party on the Social Dimension of Globalisation met on 15.11.2004. The discussion was focussed on the follow-up action to be taken on the report of the Commission on the Social Dimension of Globalisation.

22.39 The Plenary of the Governing Body met on 16th, 17th, 18th and 19th November, 2004. Discussions took place on various issues. There were 18 items on the agenda for discussion. In regard to 'Proposals of agenda of 96th Session (2007) of the ILC', the Government member of India asserted that 'Gender Equality in the World of Work' and 'Employment and Social Protection in the Ageing Societies' should be considered in that order of priority. He also endorsed the proposal to take up 'Prevention of Sexual Harassment in the Workplace' for standard setting in future (for ILC beyond 2007).

22.40 On 'Enhanced programme of technical cooperation for the occupied Arab territories', Coordinator, ASPAG advocated for the establishment of the Palestinian funds for the welfare of Palestinians. He urged ILO member States and others to provide support to the Palestinian funds. On the issue of manpower development concerning the question of the observance of the Government of Myanmar on the Forced Labour Convention, 1930 (No.29), the Government member of India informed that India believes that ILO should extend all possible technical assistance as and when required, to enable Myanmar to bring necessary changes in the legislation and also in the practice of the country to given full effect to the provisions of the Convention in question.

CONCLUSION

22.41 Conventions are international treaties and are instruments, which create legally binding obligations on the countries that ratify them. Recommendations are non-binding and set out guidelines for orienting national policies and actions. The ILO adopted a total of 185 Conventions. The approach of India with regard to International Labour Standards has always been positive and it supports the adoption of such Conventions reserving its position

as far as its future ratification is concerned. India was of the view that ratification of an ILO Convention is not a prerequisite for its observance in the land. The principles contained in the standards set by the ILO are reflected in our national laws and practice. So far, we have ratified 40 Conventions and one Protocol. (List of ratified Conventions annexed). The 'C108 Seafarers Identity Documents Conventions 1958' which has been ratified recently.

India may not be in a position to ratify certain Conventions due to some unfavourable socio-economic and political conditions that are inherent in a vast democratic country like India. Concerted efforts are being made to resolve many issues involved in the ratification of the ILO Conventions. India is, perhaps, fully committed to improve the Indian labour standards with international perspectives for their decent living.

List of International Labour Organisation Conventions Ratified by India		
Sl. No.	Number and Title of Convention	Date of ratification
1.	No.1 Hours of Work (Industry) Convention, 1919	14.07.1921
2.*	No.2 Unemployment Convention, 1919	14.07.1921
3.	No.4 Night Work (Women) Convention, 1919	14.07.1921
4.	No.5 Minimum Age (Industry) Convention, 1919	09.09.1955
5.	No.6 Night Work of Young Persons (Industry) Convention, 1919	14.07.1921
6.	No.11 Right of Association (Agriculture) Convention, 1921	11.05.1923
7.	No.14 Weekly Rest (Industry) Convention, 1921	11.05.1923
8.	No.15 Minimum Age (Trimmers and Stokers) Convention, 1921	20.11.1922
9.	No.16 Medical Examination of Young Persons (Sea) Convention, 1921	20.11.1922
10.	No.18 Workmen's Compensation (Occupational Diseases) Convention, 1925	30.09.1927
11.	No.19 Equality of Treatment (Accident Compensation) Convention, 1925	30.09.1927
12.	No.21 Inspection of Emigrants Convention, 1926	14.01.1928
13.	No.22 Seamen's Articles of Agreement Convention, 1926	31.10.1932
14.	No.26 Minimum Wage-Fixing Machinery, Convention, 1928	10.01.1955
15.	No.27 Marking of Weight (Packages Transported by Vessels) Convention, 1929	07.09.1931
16.	No.29 Forced Labour Convention, 1930	30.11.1954
17.	No.32 Protection Against Accidents (Dockers) Convention (Revised), 1932	10.02.1947
18.@	No.41 Night Work (Women) Convention (Revised), 1934	22.11.1935
19.	No.42 Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	13.01.1964
20	No.45 Underground Work (Women) Convention, 1935	25.03.1938

Sl. No.	Number and Title of Convention	Date of ratification
21.	No.80 Final Articles Revision Convention, 1946	17.11.1947
22. **	No.81 Labour Inspection Convention, 1947	07.04.1949
23.	No.88 Employment Services Convention, 1948	24.06.1959
24.	No.89 Night Work (Women) Convention (Revised), 1948	27.02.1950
25.	No.90 Night Work of Young Persons (Industry) (Revised), 1948	27.02.1950
26.	No.100 Equal Remuneration Convention, 1951	25.09.1958
27.	No.107 Indigenous and Tribal Population Convention, 1957	29.09.1958
28.	No.111 Discrimination (Employment & Occupation) Convention, 1958	03.06.1960
29.	No.116 Final Articles Revision Convention, 1961	21.06.1962
30.#	No.118 Equality of Treatment (Social Security) Convention, 1962	19.08.1964
31.@@	No.123 Minimum Age (Underground Work) Convention, 1965	20.03.1975
32.	No.115 Radiation Protection Convention, 1960	17.11.1975
33.	No.141 Rural Workers' Organisation Convention, 1975	18.08.1977
34.	No.144 Tripartite Consultation (International Labour Standards) Convention, 1976	27.02.1978
35.	No.136 Benzene Convention, 1971	11.06.1991
36.##	No.160 Labour Statistics Convention, 1985	01.04.1992
37.	No.147 Merchant Shipping (Minimum Standards), 1976	26.09.1996
38.	No.122 Employment Policy Convention 1964	17.11.1998
39.	No.105 Abolition of Forced Labour, 1957	18.05.2000
40.	C108 Seafarers Identity Documents Conventions, 1958'	ILO to intimate
41.	P89 Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948	21.11.2003

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

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

** Excluding Part-II.

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

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

Article 8 of Part-II.

SOURCE: - Ministry of Labour & Employment.
