

Academic Vitae

Dhanya M B PhD

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- Associate Fellow (Faculty) in Permanent capacity at the V V Giri National Labour Institute, An autonomous body of the Ministry of Labour & Employment, Government of India, which is a premier National Institute involved with research, training and education. (2011 April to till date)
- Member, Tripartite Working Group under the chairmanship of Chief Labour Commissioner to facilitate the process of the ratification of the ILO convention No 87 & 98, Ministry of labour and Employment, Government of India, 2013-14.

Educational Background

- Doctor of Philosophy (PhD) in Economics, “Empowering Rural Women: A study on Kudumbashree Beneficiaries of Kerala”, University of Kerala(2010)
- Master of Arts in Economics from University of Kerala, Kariavattom Campus, Thiruvananthapuram(2000- 2002, 71%)
- Bachelor of Arts in Economics from Nehru Arts and Science College, University of Kannur (1997-2000, 70 %)

Publications

Books/ Monographs Publications

- (2014) *Worker’s Rights and Practices in the Contemporary Scenario: An Over View*, (Eds.) , VV Giri National Labour Institute, NOIDA (coauthor)
- (2013) *Fundamental Principles and Rights at Work and Informal Economy in India: Trends, Initiatives and Challenges*, NLI Research Study Series No 105/2013, VV Giri National Labour Institute, NOIDA

- (2012) *Engendering Gender Statistics: An Analysis of Gender Differentiated Statistics in India*, NLI Research Study Series No 101/2012, VVGiri National Labour Institute, NOIDA (coauthor)

Refereed Journal Publications

- (2017) ‘Core Fundamental Conventions: Existing Practices of Implementation in Indian Informal Economy’, (Under Review)
- (2014) ‘Engendering Labour Statistics: A Cross Country Comparison of Gender Differentiated Statistics’, *Social change*, Sage publications, Vol.44. No.1, March, pp-81-95
- (2012) ‘Changing Trends of Gender in Labour Force: Exploring through Labour Statistics’, *Manpower Journal*, Institute of Applied Manpower Research, New Delhi, Vol.47, No.1, Jan-March 2012.
- (2011) ‘Women Entrepreneurship through Microfinance’ in *Labour and Development*, VVGNI, Vol.18, No.2, December 2011.
- (2010) ‘Micro finance, Women Empowerment and Banking Habits: Perspectives on Kerala’, *THE MicroFINANCE REVIEW*, BIRD, Vol. 2, No.1, January-June 2010.
- (2011) Book Review: ‘Globalisation, Development and Transition: Conversations with Eminent Economists; by Brian Snowdon, *Capital & Class*, Vol. 35, No. 3, October, Sage Publications.

Chapters in book

- (Forthcoming, 2017) ‘Labour Force Participation, Composition, Skill Requirement and Future Challenges: An investigation for the hill state Uttarakhand (coauthor)
- (2011) ‘Youth Empowerment through microfinance: A case study on Yuvashree programme of Kerala’ in: Prabhat S V (eds.) *Youth and rural India*, National Council of Rural Institutes, Global Research Publications, New Delhi. (coauthor)
- (2011) ‘Role of Corporate Social Responsibility in Managing social issues – perspectives from Capability Approach’ in: Sigamani P and N U Khan (eds.) *Reinventing Public Management & Development in Emerging Economies*, Macmillan publisher, New Delhi. (coauthor)
- (2011) ‘Multidimensional Poverty Index: Relevance and application in Indian Context’ in: R.K Mishra and Jayasree Raveendran (eds.), *Millennium Development Goals: The Indian Journey*, Allied Publishers, New Delhi. (coauthor)
- (2011) ‘Inclusive growth through financial inclusion’ in: Daniel Lazar, Aravanam, Malabika Deo (eds.) *Growth with equity: Financial inclusion*, Vijay Nicole imprints Publications, Chennai. (coauthor)
- (2012) ‘Financial inclusion through microfinance: An innovative step to expand rural youths access to employment’ in: A K Agarwal and Bhartendu Singh (eds.), *Regional case studies in Microfinance*, DVS Publishers, Guwahati. (coauthor)
- (2012) ‘Accessing higher education among OBC Muslim: Special reference to Muslim women in Kerala’ in: Nazeem Ahmed Khan (eds.), *Women empowerment: Problems and prospects*, VL Media solutions, New Delhi.

- (2009) ‘Human Rights and Gender Equality’ in: Thomas Kutty and Mary George (eds.), *Human Rights and Value in Education*, Discovery Publishers, New Delhi.
- (2010) ‘Women empowerment and microfinance: Case study from Kerala’ MPRA Paper No 25337, Munich Personal RePEc Archive, University Library of Munich, Germany, September, (coauthor) Online at <http://ideas.repec.org/p/pramprapa/25337.html>
- (2010) ‘Indian Youth and Demographic Transition’ SSRN Paper, Social Science Research Network, New York. (coauthor) Available at <http://ssrn.com/abstract=1762130>

Academic Conference Papers Presented (National & International)

- Invited as resource person for a presentation titled “Labour policies and industrial relations- policy response towards rights at work: An analysis of Core Fundamental Conventions in Indian labour market” in the ICSSR sponsored national conference on ‘Social work response to the challenges of industries in the current industrial relations scenario’ at Loyola College (autonomous), Chennai (22nd and 23rd February 2016)
- Presented a paper on “Fundamental Principles and Rights at Work and Informal Economy in India” in the Workshop on FPRW and informal economy in India by VVGiri National Labour Institute. (20th November 2012)
- Presented a paper on the topic of ‘Role of Corporate Social Responsibility in Managing Social issues – Perspectives from Capability Approach’ in the International Conference on “Relevance of Policy Reforms on Development: Challenges before Emerging Economies” at Jamia Millia Islamia, New Delhi (24th to 26th February 2011)
- Presented a paper on “Inclusive Growth through Financial Inclusion” in the Fourth international conference on Microfinance at Pondicherry University, Pondicherry (27-29th January 2011)
- Presented a paper on “Household Analysis of Indebtedness through the Microfinance Programme” in the International Workshop of “Indebtedness and Social Exclusion” jointly organised by French Institute of Pondicherry and Pondicherry University, (1st December 2009). Online at- http://www.ifpindia.org/ecire/upload/meetings/indebtedness_conf_programme.pdf
- Presented a paper Captioned ‘Women and Social Legislation’ in the Twelfth International Conference of Association of Third World Studies –South Asia Chapter held at Dr.S.M.C.S.I Medical college, Karakonam. (4th to 6th May, 2007)
- Presented a paper titled “Multidimensional Poverty Index: Relevance and Application in Indian Context” in X Development Convention 2011, Under the aegis of Indian Council of Social Science Research, Ministry of Human Resource Development, Government of India, at Institute of Public enterprise, Hyderabad (3rd to 4th March 2011)
- Presented a paper titled “Redesigning social science research: Suitable Methodologies for Public Action” in IRMA 30th Anniversary Conference on Social Science Research and Public Involvement IRMA Campus, Anand, Gujarat, (15th to 16th December 2009).
- Presented a paper on “Youth empowerment through microfinance: A case study on Yuvashree programme of Kerala” in national colloquium on strategies for youth empowerment at RGNIYD, Ministry of Youth Affairs & Sports (GOI), Sriperumbudur (17-18 September, 2009)

- Presented a paper ‘Poverty eradication through empowering women –A case study on Kudumbashreeprogramme in Kerala.’ in National Seminar on Human Development issues: Capacity Development in Indian states, Projects supported by Planning commission & UNDP held at IGIDR, Mumbai. (24th to 26th September 2007)
- Presented a paper on ‘Economic Empowerment of Women –A Study on Kudumbashree Beneficiaries of Kerala’ in the Fourth All India Conference of Scott Research Forum held at Scott Christian College, Nagercoil. (13th April 2007)
- Presented a paper titled ‘Empowering Women: An Approach on Kudumbashree Beneficiaries of Kerala’ on Doctoral Thesis conference organised by the ICFAI Business school, Hyderabad. (9th to 10th March 2007)
- Presented a paper entitled ‘Human Rights and Gender Equality’ in National Seminar organised by Mar Ivanios college, Thiruvananthapuram. (18-20 January 2007)

Policy Initiatives

- Meeting attended as Working Group Member of the Tripartite Working Group under the Chairmanship of Chief Labour Commissioner to facilitate the process of the ratification of the Conventions No 87 and 98 on 2nd January, 2014 at Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi.
- Nominated to attend Inter Ministerial meeting to discuss the possibility of ratifying International Labour Organisation (ILO) convention Nos 87 & 98 concerning freedom of Association and collective bargaining Rights held under the chairmanship of Joint Secretary, Ministry of Labour and Employment on 3rd October 2013.
- Prepared comments for the unratified International Labour Organisation (ILO) recommendation no 149 concerning rural workers organization under article 19 of the constitution and submitted to Ministry of Labour & Employment on 16th September 2013
- Prepared comments for 316 session of Governing Body, International Labour Organisation (ILO) on “Follow-up to the adoption of the resolution concerning efforts to make social protection floors a national reality worldwide” and “Follow-up to the Adoption of the Resolution concerning the recurrent Discussion of FPRW” held from 1-16 November 2012 at Geneva for the Ministry of Labour & Employment, GOI.
- Presented the issue of Fundamental Principles and rights at work (FPRW) in the meeting to discuss the issues of Fundamental Principles and rights at work at Ministry of Labour and Employment under the chairmanship of Joint Secretary on 9th February 2012
- Developed the background material for the 101th International Labour Conference (ILC) held at Geneva on June 2012 on Fundamental Principles and Rights at Work: Strategic Objectives and India’s commitment to action.
- Participate in the meeting to examine the ratification of the ILO convention No 98 concerning Right to Organize and collective Bargaining under the Chairmanship of Secretary (Ministry of Labour & Employment, GOI) on 2^{4th} September, 2012.

Research Projects undertaken

- (Completed and published) Fundamental Principles and Rights at Work and Informal Economy in India: Trends, initiatives and challenges, Ministry of Labour and Employment, Govt of India

- (Completed and published) Engendering Gender Statistics: An Analysis of Gender Differentiated Statistics in India, VV Giri National Labour Institute.
- (Ongoing) 'Informalisation of Labour and its impact: A Study with Special Focus on Youth', VV Giri National Labour Institute.

Training Programmes/Workshops/ Course Organised

Course director of various training programmes and coordinator of two workshops at VV Giri National Labour Institute during 2011-17 as follows:

- Research Methods on Gender issues in Labour at VV GNLI (July 25-29, 2011)
- Leadership Training Programme for YRC & NSS volunteers, VVG NLI in collaboration with Department of youth Welfare, Manonmaniam Sundaranar University, Tirunelveli, (August 17, 18, 19 – 2011)
- Research Methods on Gender issues in Labour at VVG NLI (August 29th to September 2nd)
- Leadership Development Programme for Women Trade Union Leaders, VVG NLI in Collaboration with Kerala Institute of Labour and Employment, Thiruvananthapuram. (October 19-21st 2011)
- Training Programme on Social Protection and Livelihood Security, 14th – 18th May, 2012
- Training programme on social protection and livelihood in collaboration with Tamil Nadu Institute of Labour Studies, June 25-27 2012 at Chennai.
- Training Programme on Gender issues in Labour, in collaboration with Tamil Nadu Institute of Labour Studies, 3-5th October 2012 at Chennai.
- Workshop on “women and decent work: emerging concerns and challenges” at VV Giri National Labour Institute. (29th March, 2012).
- Course on various methods in Microfinance Research at VV Giri National Labour Institute. (29th October to 2nd November, 2012)
- Workshop on Fundamental Principles and Rights at Work (FPRW) in Informal economy in India at VV Giri National Labour Institute. (20th November 2012)
- Training Programme on Developing Leadership Skills of Women Trade Union Leaders/Organisers held during May 13-17, 2013
- Training Programme on Social Protection and Livelihood Security for North-Eastern States held at VV Giri National Labour Institute during July 8-13, 2013
- Training Programme on Enhancing Competence of Youth Employability Skills held at VV Giri National Labour Institute during September 16-20, 2013
- Course on Various Methods in Microfinance Research held at VV Giri National Labour Institute during October 07-18, 2013
- Training Programme on social protection and livelihood at Tamil Nadu Institute of Labour Studies (TILS) held on November 18th to 20th 2013.
- Training Programme on Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers from February 24-28, 2014
- Training Programme on Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers (May 26-30, 2014)
- Training Programme on Developing Leadership Skills of Women Trade Union Leaders/Organisers (October 17-21, 2016)

- Strengthening Awareness on Labour issues and laws pertaining to women workers for North eastern states (December 12 to 16, 2016)
- Training Programme on Social Protection and Livelihood Security (February 13-17, 2017)
- Course on Research Methods on Gender, Poverty and the Informal Economy (February 27-March 10, 2017)
- Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers for North Eastern States (April 17-21, 2017)

Teaching experience

Delivered more than seventy lectures in various national and international programmes organized by VV Giri National Labour Institute during 2011-17

- Lectures on various topics related to Gender, Poverty and employment; Research Methods in Labour Studies; Gender issues in Labour, social protection and livelihood security, Leadership development, Labour and employment relations in a global economy, social security measures: Theories and practices, skill development and employment generation, Research Methods in Labour Studies, various national and international training programmes conducted by VV GNLI for Research scholars, Government officials, NGO representatives, from different countries for Academicians, Youth Groups (NSS & Young Red cross volunteers), Research scholars, Government officials, representatives from various NGO's etc.

Invited lectures/sessions outside the institute

- Delivered a lecture titled 'social security schemes in India', at Pt. Deendayal Upadhyay National Academy of Social Security (PDUNASS), New Delhi (01.02.2017).
- Delivered a session "Labour policies and industrial relations- policy response towards rights at work: An analysis of Core Fundamental Conventions in Indian labour market", at Loyola College (autonomous), Chennai (22/02/2016).
- Lecture delivered on 'Gender issues in Labour' at Tamilnadu Institute of Labour Studies, Government of Tamilnadu (TILS), Chennai (3/10/2012)
- Special address delivered in the Inaugural function of the training programme on Gender issues in Labour at Tamilnadu Institute of Labour Studies (TILS), Chennai (3/10/ 2012)
- Lecture delivered on 'Women empowerment' at Kerala Institute of Labour Studies (KILS), Government of Kerala, Thiruvananthapuram (20/10/2011)
- Lecture delivered on 'Leadership development' at Manonmaniam Sundaranar (MS) University, Tirunelveli, Tamilnadu. (18/08/2011)

Editorial Board Member/Jury member

- Editorial Board Member of the *Journal Award Digest* (Journal of Labour Legislation), published by VV Giri National Labour Institute during 2011-2014.
- Jury member for faculty paper presentation session of the National Conference on "Emerging challenges in Finance" held on 18th and 19th January 2013 at Institute of Technology and science, Mohan Nagar, Ghaziabad.

Participatory and innovative teaching and course development

- Initiated Research Methods Course on various Methods in Microfinance Research, Research Methods on Gender, Poverty and the Informal Economy and Training Programme on Youth Employability Skills at V V Giri National Labour Institute and also simultaneously developed and designed course material for the same.
- Course writing for Masters programme in Labour and Development (IGNOU, New Delhi).

Workshops/ Training programmes/ Seminars attended

- Workshop to ‘invite comments on the draft labour code for social security and welfare for unions working in the informal sector’ at V V Giri National Labour Institute (06/04/2017)
- The launch of ILO’s new report on “*Nonstandard employment around the world: Understanding challenges, shaping prospects*” on 22 November 2016, *Magnolia Hall*, India Habitat Centre, New Delhi.
- Discussion on ‘Demonetisation: Strategies to Address Issues Related to Labour & Employment’ on December 16, 2016 (2.00-5.00 pm) in the Main Committee Room of the Ministry of Labour and Employment, Rafi Marg, New Delhi
- Strategy Discussion on ‘Meeting the Challenges: Achieving Synergies between Women Economic Programmes’ held on November 11-12, 2013, at the World Bank Conference Hall, Lodhi Road, New Delhi .
- ‘Paid Domestic Work: Emerging Trajectories, Organizational and Regulatory Scenario’ organized by the Centre for Women’s Development Studies (CWDS) during 15 & 16 March 2013 at New Delhi.
- National Knowledge Sharing Workshop on ‘Way out of Informality’ jointly organized by MOLE and ILO on 6th December 2012 at New Delhi
- International Workshop on Time Use Survey organized by National Academy of Statistical Administration (NASA), Ministry of Statistics & Planning implementation, Greater NOIDA to be held on 5-9th November 2012
- India Brazil South Africa (IBSA) International Conference on South-South Cooperation ‘Innovations in Public Employment Programmes for Sustainable Inclusive Growth”, 1-2 March 2012, New Delhi
- Workshop on Strengthening the implementation of the equal remuneration Act through enhanced application of the ILO Equal Remuneration Convention (No 100) and improved data collection jointly organized by Ministry Of Labour & Employment & ILO (22nd and 23rd February 2012)
- National Seminar on ‘Labour & Employment trends in North-Eastern Region Challenges and Opportunities’ by V V Giri National Labour Institute on 30th to 31st 2012.
- Conference on *Inclusive Growth in Employment through Flexicurity* organized by Indian Staff federation on October 10, 2012 at India Habitat Centre, New Delhi.
- Two weeks Course on Quantitative methods in labour research at V V Giri National Labour Institute, Ministry of Labour & Employment, GOI, NOIDA (February 08-19, 2009)
- National seminar on “Problems and prospects of women entrepreneurship in India” conducted in All Saints College sponsored by UGC, Thiruvananthapuram (2005).