



इन्द्रधनुष

INDRADHANUSH

A Bi-monthly Newsletter of V.V. Giri National Labour Institute

Volume VIII

Number 3

May-June, 2017

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FROM THE DIRECTOR GENERAL'S DESK

Skill and Employment Generation Programmes for Young People

The share of young people in total population has been increasing from the level of 30.6% in 1971 to 34.8% in 2011 as per the census. India's demographic dividend shows that India will become the youngest country in the world by 2020 with a high working population. India needs to generate more jobs to meet the demand of the young people, however according to the government's Employment and Unemployment Survey (2012 and 2015) 5 million jobs have been produced, a deficit of 29 million. This is the biggest challenge for the policy makers to create decent work and opportunities for young population for the better development of the nation. Hence, youth has always been of vital concern to the Government of India and the Government has framed various policies and schemes for providing employment, skill and facilitate entrepreneurship for youth.

The preface of the National Policy for Skill Development and Entrepreneurship 2015 clearly mentions that our country presently faces a dual challenge of the paucity of highly trained workforce as well as non-employability of large sections of the conventionally educated youth, who possess little or no job skills. The objective of the National Policy for Skill Development and Entrepreneurship 2015 is to meet the challenge of skilling at scale with speed, standard (quality) and sustainability. The policy report also has taken into consideration of the challenges of the implementation of the national policy- not only with regard to quantitative expansion of facilities for skill training but also to the equally important task of raising their quality. Hence, the focus is mainly on skills need to be an integral part of employment and economic growth strategies to spur employability and productivity.

Deen Dayal Upadhyaya Grameen Kaushalya Yojna (DDU-GKY), undertaken by Ministry of Rural Development is a placement linked skill development scheme for rural youth under the National Rural Livelihood Mission (NRLM). This scheme primarily targets skilling of unemployed youth to improve their employability rather than to create/generate employment per se and it is mainly focused on rural youth between the ages of 15 and 35 years. As per the Ministry of Rural Development, DDU-GKY is present in 21 States and UTs, across 568 districts, impacting youth from over 6,215 blocks. Recent initiatives like Make in India, Digital India, Start-Up India, also plays an instrumental role in Skill India campaign.

The 'Prime Minister's Employment Generation Programme (PMEGP)' has been launched by Ministry of Micro, Small and Medium Enterprises in 2008-09 with the merging of the erstwhile Prime Minister Rojgar Yojana (PMRY) and Rural Employment Generation Programme (REGP) schemes. PMEGP is a credit-linked subsidy programme aimed at generating self-employment opportunities through establishment of micro-enterprises in the non-farm sector by helping traditional artisans and unemployed youth. The main objectives include: (a) to bring together widely dispersed traditional artisans/ rural and urban unemployed youth and give them self-employment opportunities to the extent possible, at their place; (b) to provide continuous and sustainable employment to a large segment of traditional and prospective artisans and rural & urban unemployed youth; and (c) to increase the wage earning capacity of artisans. Moreover, the Prime Minister's Skill Development Fellow Scheme (PMRDFs) has been introduced to tap talented, young individuals who will work with the State and District administration to spread awareness about skill development, identify the local needs and steer skill development efforts in the region. PMRDFs is an initiative of the Ministry of Rural Development (GoI), implemented in collaboration with State Governments.

Finally, measuring the outcomes of skills systems and policies is essential in order to monitor and improve their effectiveness and also quantitative and qualitative forecasting of future demand for skills which is also required for the effective implementation of the programmes. The policy links skills development to improved employability and productivity will definitely promote inclusive growth in the country.



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SPECIAL EVENTS

Workshop on Performance Evaluation and Impact Assessment of NCLP (Data Elicitation) May 08-09, 2017

Workshop on Performance Evaluation and Impact Assessment of National Child Labour Project Scheme was organized during May 8 and 9, 2017. The workshop was conducted with the objective to examine the effectiveness of NCLP scheme in addressing the issue of child labour, to share best practices, to assess the impact of awareness generation and also the optimal utilization of District Project Society Staff at the District Project Society level for effective implementation of NCLP Scheme. The Workshop was attended by sixty two participants who were the Project Directors, Programme Managers and the NGOs implementing National Child Labour Project from several districts covering Karnataka, Gujarat, Maharashtra, Assam, Telangna, Rajasthan, West Bengal, Haryana, Madhya Pradesh, Andhra Pradesh, Uttar Pradesh and Punjab. This training workshop was jointly organized by the faculty members **Dr. Helen R. Sekar**, Senior Fellow, **Dr. Ellina Samantroy**, Fellow and **Dr. Kingshuk Sarkar**, Fellow.



Labour and Employment Issues in North East India May 26-29, 2017

A Workshop on Labour and Employment Issues in North East India was jointly organised by Centre for North East India, V.V. Giri National Labour Institute & Department of Political Science, Indira Gandhi National Tribal University and Regional Campus Manipur on May 26, 27 & 29, 2017. The objectives of the workshop were: (i) to explore historical and cultural perspective of work; (ii) to understand the world of work and decent employment, issues of social security, migration, skill etc.; (iii) to make the participants acquainted with various labour and employment issues in India in general and North East India in particular; (iv) to encourage the participants to take up labour and employment issues as a research theme. There were sixty participants in the workshop. **Dr. Nameirakpam Surjit Kumar**, Head, Department of Political Science, IGNTU, RCM and **Dr. Otojit Kshetrimayum**, Associate Fellow were the coordinators of the workshop.



Workshop on Labour Code on Social Security and Welfare May 30, 2017

The Ministry of Labour and Employment in line with recommendation of the Second Commission on Labour has prepared a Draft Labour Code on Social Security and Welfare by amalgamating fifteen existing labour laws on Social Security and Welfare. In order to discuss the draft Labour Code on Social Security and Welfare, the Ministry of Labour in collaboration with VVGNI has organised workshops for different stakeholders. The present workshop was conducted at National Law University, Delhi to discuss the draft Code on Social Security and Welfare among labour law academicians. The workshop was attended by fourteen

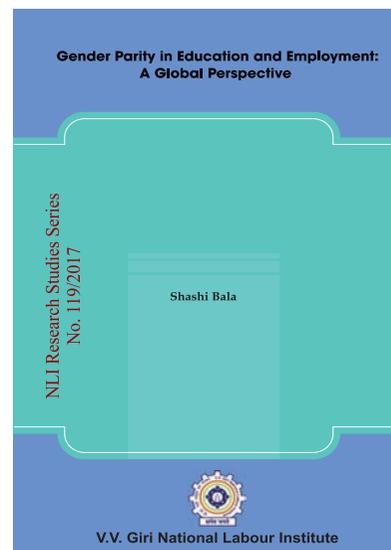


labour law academicians representing different law Universities across the country, National Labour Law Association and PF organisation. **Dr. Ruma Ghosh**, Fellow coordinated the workshop along with **Dr. Onkar Sharma** of the Ministry of Labour & Employment.

PUBLICATIONS

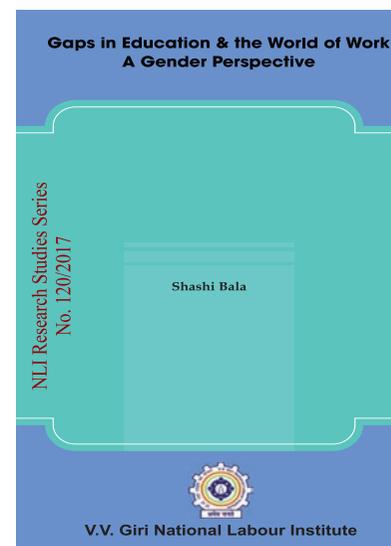
Gender Parity in Education and Employment: A Global Perspective

Gender-based discrimination in education is both a cause and a consequence of broader forms of gender inequality in society. Gender inequalities have impacts not just on girls or women, but also on human development, labour market, productivity, GDP growth and on many other related issues. Reducing the gender inequality in education is both an objective as well as a target of achieving gender equality. When we are talking about education and employment gap, it is important to view the gender gap persistent in today's world in employment and labour force participation rate at a global level. The gender gap has been narrowing globally, with regard to labour force participation rate (LFPR) for women and men. In 1990s the gap between male to female LFPR decreased from 27.9 to 26.1 percentage points, with men's rates falling faster than that of women's, in most of the regions. According to Global Employment Trends for Youth Report 2015, ILO, in the last decade, between the years 2004 to 2014, this gap remained almost constant, with both men's and women's participation rate falling equally. In this context, the present study is an attempt to underscore the important aspects of gender inequalities. The study also suggests important policy and programme concerns which will help close the gender gap in education and employment.



Gaps in Education & the World of Work: A Gender Perspective

The present study is an effort towards finding the importance of education for any nation and its individuals, both men and women. It also attempts to find out the mismatch between the education and employment situation, from both the pass out students and employers point of view in a gender perspective. The study was conducted in NCT of Delhi and the state of Uttar Pradesh. To find out the mismatch between education and employment, various educational Institutes, coaching and training Institutes and various organisations were surveyed in two districts of NCT of Delhi and two districts of Uttar Pradesh. Findings are based on the responses given by the sampled students, educational institutions, placement cells, pass out students and employees, various employers and organisations, coaching centres and employment exchange in the respective areas of the study. Data on enrolment pattern, nature of employability, mismatch between education and jobs, reasons for mismatch between education and jobs, minimum and maximum age for first jobs, time gap to get the job on completion of education and other important findings have been presented in the study besides reviewing certain educational institutes having good practices in promoting inclusive education, skill development and employment.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMME (LAP)

Globalization, Changing Employment Relations and Labour Administration May 22-25, 2017

The programme aimed to equip the labour administrators to deal more effectively with changing employment relations in the context of globalization. The main objectives of the programme were: (i) to understand and analyse the major components of globalization that affect employment relations; (ii) to examine the emerging issues and

challenges in industrial relations and relate it to labour administration; (iii) to share experiences on responses of labour administration to transformations in employment relations. The programme was attended by sixteen participants who were senior and middle level labour administrators of Central and State Governments and UTs. **Dr. Kingshuk Sarkar**, Fellow, was the Course Director.

Effective Labour Law Enforcement June 19-23, 2017

The programme aimed at providing an insight and orientation to the participants with regard to enforcement of labour law. The key objectives of the programme were: (i) to develop an understanding with regard to constitutional perspective on labour law; (ii) to identify major problems and challenges in enforcement of labour law in the formal as well as in the informal sector; (iii) to discuss the techniques for overcoming these challenges; (iv) to give an overview of the select labour laws such as Wage law; Contract Labour (R&A) Act, Child Labour (P&R) Act, Inter-State Migrant Workmen (RE&CS) Act and Building and Other Construction Workers (RE&CS) Act. The programme was attended by a group of twenty nine enforcement officials from Central and State Labour Departments. **Dr. Sanjay Upadhyaya**, Fellow, was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Social Security for Workers in the Unorganised Sector May 29-June 09, 2017

The above programme was conducted in order to sensitize the participants, about different aspects of social security. The objectives of the programme were: (i) to acquaint participants with the concept of social security and the need for social security for informal sector workers; (ii) to develop understanding of the various social security and welfare programmes; (iii) to familiarize participants with different micro level social security experiments. The programme was attended by nineteen participants. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Leadership Development Programme June 05-09, 2017

The programme was organised for ASHA workers of Bhartiya Mazdoor Sangh. The objectives of the programme were: (i) to develop understanding of empowerment; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint participants with labour laws for unorganized sector. The programme was attended by twenty nine participants from different states. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Gender Issues in Labour June 05-09, 2017

The training programme was designed for the trade union leaders/organisers from Central Trade Unions. The main objectives of the programme were: (i) to develop a conceptual overview of gender and work; (ii) to address the various inequalities prevalent in the world of work; (iii) to sensitize the participants about various discriminatory practices prevalent in the world of work; (iv) to create awareness about gender and development issues related to work, education, health, violence, developmental policies and programmes, legislative measures etc; (v) to sensitize the participants on development issues relating to gender and to enhance their capacity to understand, analyse and utilize gender dimensions in development process. The programme was attended by nineteen participants. **Dr. Ellina Samantroy**, Fellow, was the Course Director.

Training of Trainers Programme for Rural Educators June 12-16, 2017

The programme was organised for rural trade union activists from different parts of the country. The objectives of the programme were: (i) to develop understanding of empowerment; (ii) to develop skills for enhancing leadership potential; (iii) to acquaint with labour laws for unorganized sector. The programme was attended by thirty seven participants from different states. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Emerging Perspectives on Gender, Labour Laws and International Labour Standards June 19-23, 2017

The programme was organised for various government officials, union leaders from central trade unions and civil society representatives. The main objectives of the programme were: (i) to provide an overview of gender and the labour market; (ii) to analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc; (iii) to understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses; (iv) to sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace; (v) to understand the various international labour standards/international instruments and good practices on gender equality; (vi) to discuss about strategies for promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market. The programme was attended by eleven participants. **Dr. Ellina Samantroy**, Fellow, was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Research Methods in Labour Studies May 29-June 09, 2017

The aim of the course was to acquaint the participants with the emerging labour issues for research in an interdisciplinary framework, strengthening their knowledge with various methods used in labour research, thereby enabling them to contribute further in the field of labour research. The objectives of the course were: (i) to understand concepts, theories in labour studies; (ii) to understand emerging labour issues and challenges; (iii) to strengthen knowledge of various methods used for labour research and data sources on labour; (iv) to enable participants to apply these methods in their research work on the different aspects of labour. Twenty seven research scholars, faculties of social sciences, management and law engaged in labour related research from twenty universities and institutes of India participated in this Course. **Shri P. Amitav Khuntia**, Associate Fellow, was the Course Director.



NORTH-EASTERN STATES PROGRAMMES (NEP)

Strengthening Awareness on Labour Issues for North Eastern States May 01-05,2017

The programme aimed to sensitise the workers from the north eastern states. The main objectives of the programme were: (i) to provide an overview of labour and employment issues with specific focus on north eastern states; (ii) to develop effective skills for leadership and organization building; (iii) to enlighten the participants about the inequalities, discriminatory practices prevalent in the world of work and also enable them to develop an understanding about the various challenges existing in the labour market; (iv) to create awareness about various development issues related to workers with regard to education, health, social protection, legislative measures, developmental policies programmes, role of civil society etc. with a special emphasis on North Eastern States. The programme was attended by eleven participants. **Dr. Ellina Samantroy**, Fellow, was the Course Director.

Social Protection and Livelihood Security for North Eastern States May 15-19, 2017

The major objectives of the programme were : (i) to familiarize participants with the social protection programmes of north eastern states; (ii) to understand the role of different institutional mechanisms to deliver social protection

and sustainable livelihood; (iii) to discuss the role of government, trade unions and community leaders for initiating rural livelihood protection programmes. The programme was attended by six participants from various organizations. **Dr. Dhanya M B**, Associate Fellow, was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Leadership Development Programme June 12-14, 2017

The Centre for North East India, V.V. Giri National Labour Institute in collaboration with the Department of Commerce, Manipur University organised a Leadership Development Programme for Agricultural Workers at Manipur University. The objectives of the programme were: (i) to provide an overview about the rural unorganised sector in India; (ii) to highlight the labour and employment issues; (iii) to understand and analyse various social security provisions for the agricultural workers. The programme was attended by sixty participants. **Prof. Robita Sorokhaibam**, Head, Department of Commerce, Manipur University and **Dr. Otojit Kshetrimayum**, Associate Fellow, were the coordinators of the programme.



IN-HOUSE TRAINING PROGRAMME (ITP)

Managing Work Effectively June 19-23, 2017

The above programme for officials of Oil India Limited was organised at Shimla. The major objectives were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. A total of nineteen participants from Assam Oil India Limited attended the programme. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Attended the 'Expert Group Meeting of the Quarterly Employment Survey' of the Labour Bureau, Shillong, May 04, 2017.
- Member, Indian Delegation, 'Fourth Employment Working Group Meeting of the G20 and G20 Labour and Employment Ministers' Meeting' at Bad Neuenahr, Germany, May 15-19, 2017.
- Delivered Lectures on 'Research on Labour Migration: Issues and Approaches and Global Growth and Employment Trends' at the Two Week Capacity Building Programme for Faculty Members in Social Sciences organised by Giri Institute of Development Studies, Lucknow, May 25, 2017.
- Addressed the Stakeholders Consultation on 'Labour Migration to Kerala' organised by Department of Labour and Skills, Government of Kerala and International Labour Organisation, Thiruvananthapuram, Kerala, June 07, 2017.
- Delivered Lecture on the theme, 'Understanding Transformations in the World of Work' to the Young Professionals, National Institute for Career Service, Ministry of Labour and Employment, Government of India, June 24, 2017.

Dr. Helen R. Sekar, Senior Fellow

- Co-ordinated a two day workshop on 'Performance Evaluation and Impact Assessment of National Child Labour Project Scheme (Data Elicitation)' on May 08-09, 2017 at V.V Giri National Labour Institute, Noida.
- Invited as a resource person in a one-day consultation on 'Child and Adolescent (Prohibition and Regulation) Draft Rules 2017: Gaps, Omissions and Synchronization of the Statute with the Rules' organized by Prayas JAC and Human Liberty Network on May 18,2017 at New Delhi.
- Addressed the participants of the National Consultation on creating Bal Mitra Gram organized by Bachpan Bachao Aandolan on May 26, 2017 on the topic 'Community Participation to end Child Labour, Promote Education and Create Sustainable Environment for Children'
- Addressed the masses on the issue of Child Labour through the radio programme *Chhutti* (through the eyes of a Children) organized by 'Butterflies Children's Media Centre' by the children associated with BBC which was broadcasted on June 08, 2017 (Thursday 4.30 pm) from AIR FM Rainbow India (102.6 MHz) and this radio programme is also narrow casted and webcasted.
- Addressed the newly recruited personnel of Good Weave India on 'Child Labour Law: The Recent Amendments and its Implications' in the Induction Workshop at Greater Noida on June 09, 20
- Addressed the masses on NIOS Community Radio FM 91.2 MHz on the topic 'Protecting Children from child labour in situations of conflict and Disaster' organized by National Institute of Open Schooling, Ministry of Human Resource Development, Government of India, on June 12, 2017 on the World Day against Child Labour and during this live programme Phone in Questions on the issue of child labour were also invited.
- Guest Speaker on the occasion of World Day against Child Labour at Nithari, Noida on June 12, 2017 in the programme jointly organized by the District Administration, Gautam Budh Nagar, Labour Department, Govt. of U.P. and SADRAG.

Dr. Ruma Ghosh, Fellow

- Presented a paper on Social Security in BRICS Countries in the Consultation Meeting with State Secretaries of Labour, Social Welfare, Women & Child Development and Health Departments organized by Ministry of Labour and Employment on May 02, 2017 at SCOPE Complex, Lodhi Road, New Delhi to discuss the Labour Code on Social Security and Welfare.
- Presented a paper on Social Security in the BRICS countries in a 'National Seminar on Global Trends in Social Security', held at Pandit Deendayal National Academy of Social Security on May 16, 2017
- Organised a Workshop on the Draft Labour Code on Social Security and Welfare for Labour Law Academicians from different Universities at National Law University, Delhi on May 30, 2017 and presented the draft Social Security Code.

Dr. Kingshuk Sarkar, Fellow

- Participated and made a presentation on 'Governing Legislations on Child Labour in India' at a Workshop on Combating Child Labour organized by Chandigarh Commission on Protection of Child Rights at Chandigarh on June 9, 2017.
- Participated and made presentations on 'Implementation of Labour Laws for Beedi Workers in India' at a day-long Consultation on different issues pertaining to beedi workers in India organized by Centre for Workers Management Delhi on June 15, 2017 at Delhi.

Dr. Ellina Samantroy, Fellow

- NLI Research Studies No 123 on 'Understanding Women's Work: Gendered Analysis of Women's Participation in Domestic Duties in North East India' released in an event organized on the occasion of International Labour Day on May 1, 2017 by the Ministry of Labour and Employment at Constitution Club, New Delhi.
- Co-ordinated a two day workshop on 'Performance Evaluation and Impact Assessment of National Child Labour Project Scheme (Data Elicitation)' on May 08-09, 2017 at V.V. Giri National Labour Institute, Noida.
- Invited to chair a session on the multi-stakeholder workshop titled 'Primary Prevention of Violence Against Women of Ethnic Minority Women in India' from PRAGYA on May 16, 2017 at India Habitat Centre, Lodhi Road, New Delhi.

Dr. Otojit Kshetrimayum, Associate Fellow

- Delivered a lecture on Labour & Employment Issues in North East India: An Overview in the Workshop on Labour and Employment Issues in North East India jointly organised by Centre for North East India, V.V. Giri National Labour Institute & Department of Political Science, Indira Gandhi National Tribal University, Regional Campus Manipur on May 26, 2017.
- Participated in the Panel Discussion on Generating Employment through Entrepreneurship as a Moderator in the Workshop on Labour and Employment Issues in North East India jointly organised by Centre for North East India, V.V. Giri National Labour Institute & Department of Political Science, Indira Gandhi National Tribal University, Regional Campus Manipur on May 27, 2017.
- Delivered two lectures on Labour and Development & Empowering Agricultural Workers through Self Help Groups in the Leadership Development Programme for Agricultural Workers jointly organised by the Centre for North East India, V.V. Giri National Labour Institute and the Department of Commerce, Manipur University on June 12, 2017.
- Participated in the Panel Discussion on Making Successful Women Agricultural Entrepreneurs as a Moderator in the Leadership Development Programme for Agricultural Workers jointly organised by the Centre for North East India, V.V. Giri National Labour Institute and the Department of Commerce, Manipur University on June 13, 2017.

Dr. Dhanya M.B, Associate Fellow

- Panel Speaker for the presentation titled 'Grassroots Social Security in India: Challenges and Way Forward' in the National Seminar on Global Trends in Social Security held on May 16, 2017 at PDUNASS, New Delhi.
- Attended 48th session of Standing Labour Committee (SLC) as drafting committee member for preparing consolidated record note of discussions of the meeting on May 11, 2017 at India Habitat Centre, New Delhi.



एक कदम स्वच्छता की ओर

“स्वच्छ भारत अभियान”

“MISSION SWACHH BHARAT”

It does not require money to be neat, clean and dignified.

Let us join hands to make Mission Swachh Bharat an iconic achievement through Jan Bhagidari

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Printed and Published By: V.V. Giri National Labour Institute, Sector-24, Noida-201301, U.P., India