



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Construction Sector in India

Construction sector in India is a prominent sector after agriculture & allied sector. About 44.1 million workers comprising 9.6% of the total workforce are engaged in this sector. The contribution of construction sector to the national GDP is about 8.1%. While the construction industry's contribution to the economic development of the country is immense, the hazards and vulnerabilities in this industry are also high. Construction work is characterized by its seasonal nature of operation, casual and temporary working relationship between employer and employee, uncertain working hours, lack of basic amenities and inadequacy of welfare facilities. Moreover, there is a dichotomy within the same industry of a modern, organized sector of operation on the one hand and a highly informalised sector on the other.

Labour laws of any country constitute the mechanism of state intervention to secure protection to persons employed in work. India has a long history of legislation on the subject. However, the construction sector got its exclusive and comprehensive legislation for the regulation of employment and conditions of service and to provide for their safety, health and welfare measures in the form of Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act and The Building & Other Construction Workers Welfare Cess Act in 1996.

The BOCW Act has the provision for constitution of safety committees in every establishment employing 500 or more workers with further provision that the number of persons representing the workers, shall, in no case be less than the persons representing the employer. The Act also provides for appointment of safety officers qualified in the field. It also specifies the penalties in the form of fine and imprisonment for violation and contravention of the provisions of the Act. The Act also prescribes to provide drinking water, latrines and urinals, accommodation, crèches, first-aid, canteens etc by the employer at the worksite. One of the important aspect of the Act is the constitution of Building and other Construction Workers Welfare Board by the state governments to provide assistance to beneficiaries in case of accidents, loans and advances for construction of house, premium for group insurance scheme, financial assistance for the education of children of the beneficiaries, medical treatment of major ailments, payment of maternity benefit to the female beneficiaries etc. Recently, the Rastriya Swasthya Bima Yojana (RSBY), the flagship health insurance programme for informal sector workers, has also been extended to such families of Building and other Construction Workers who are registered by the Building and Construction Workers Board.

The construction sector also faces challenges related to skill development. Skill formation and up gradation has become inevitable for the workers to remain in the construction labour market. The role of major stakeholders and social partners is vital in skill development initiatives for the construction sector. For economic upliftment and inclusive growth, there is a need to involve women workers in construction skill training.



PUBLICATIONS

Awards Digest A Bi-monthly Journal of Labour Legislation

Awards Digest is a bi-monthly journal of the V.V. Giri National Labour Institute dedicated to the dissemination of information concerning labour laws. As labour laws are continuously being amended, it is therefore an endeavour to present these changes and gist of the court decisions for executives from industries, labour administrators, trade union cadres, legal practitioners, researchers and students of labour laws. A primary concern of the journal is also to present the digest of judicial decisions of the various courts concerning labour and industrial relations.

Contents of the Journal

- Article on labour laws and related matters written by eminent writers in the field.
- Gist of the Supreme Court decisions on personnel matters
- Gist of the High Court decisions delivered on personnel matters
- Amendments or proposed amendments in labour laws
- Important recommendations of the committees/commissions set up by the Government of India concerning labour issues
- Important news both national and international concerning labour laws
- Important discussions/interviews with eminent personalities
- Consumer Price Index for Industrial Workers



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Training Programme on Quasi Judicial Authorities: Role & Functions (27-30 January, 2015)

The above mentioned programme was organised for officers vested with Quasi-Judicial powers from Central and State Labour Departments. The programme aimed at helping the participants to develop an understanding of the conceptual framework for discharging quasi-judicial functions and relevant areas of constitutional law and administrative law. The programme was attended by 20 officials representing Ministry of Labour & Employment and officials from the States of Assam, Jharkhand, Jammu & Kashmir, Madhya Pradesh, Maharashtra, Punjab, Tamil Nadu, Uttar Pradesh & Uttarakhand. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

INDUSTRIAL RELATION PROGRAMMES (IRP)

Training Programme on Behavioural Skills for Developing Effective Leadership (02-06 February, 2015)

The above programme aimed at developing effective leadership by enhancing behavioural skills of the participants. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to

sharpen Interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; and (v) to inculcate the skills for creative problem solving. The programme was attended by 33 union leaders belonging to several public sector enterprises and government departments. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Developing Positive Attitude for Excellence at Work (23-26 February, 2015)

The programme aimed at developing behavioral skills for excellence at work. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; and (iv) to inculcate the skills for creative problem solving. The programme was attended by 18 trade union leaders from the formal sector. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMME (CBP)

Leadership Development Programme for Rural Trade Union Leaders (05-09 January, 2015)

The above programme was organised for rural trade union leaders. The objectives of the programme were: (i) to provide an overview of the rural unorganised sector in India; (ii) to redevelop/sharpen the skills of rural trade union leaders (iii) to create an awareness about legal rights and provisions; (iv) to discuss various issues and aspects related to organization building; (v) to make the rural workers aware about the progress of unionization process in the rural unorganised sector. Twenty three Central Trade Union representatives from states like Uttar Pradesh, Odisha, Delhi, Bihar, Gujarat, Telangana and Rajasthan participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

Skill Development and Employment Generation (5-9 January, 2015)

The above programme was organised by the Institute for officials, trainers and instructors from vocational education and skill development institutes, research institutes and Government Departments involved in imparting vocational education/skill development training and employment. The specific objectives of the course were as follows: (i) understand the linkage between vocational education and skill training with growth and employment; (ii) acquire knowledge about the vocational educational and training systems and; (iii) understand the challenge of employment generation and designing appropriate skill development policies to meet those challenges. The training programme was attended by 34 participants from different parts of India. **Dr. Rakhee Timothy**, Associate Fellow, coordinated the programme.

Gender, Poverty and Employment (19-23 January, 2015)

The above programme was designed for Government Officials, Union Leaders from Central Trade Unions and Civil society representatives. The specific objectives of the programme were: (i) to examine the inter linkage between gender, poverty and employment; (ii) to develop an understanding about gender, informality and poverty; (iii) to understand gender and decent work perspective in poverty reduction; (iv) to sensitize the participants about development issues related to gender; and to enhance their capacity to understand and analyze gender dimensions in policy and planning, (v) to discuss gender sensitive anti poverty employment policies and programmes at national and international levels. The programme was attended by 35 participants from Rajasthan, Gujarat, Maharashtra, Bihar, Kerala, Orissa, Assam, Mizoram and Manipur. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Sociology of Labour and Globalisation (19-30 January, 2015)

The above course was organised for young research scholars and teachers in universities/colleges. The main objectives of the course were: (i) to give an overview of the concepts of labour, employment relations and globalisation; (ii) to provide an outline of the labour and employment scenario in India and (iii) to examine the emerging issues in the context of labour and globalization. The programme was attended by 22 participants from Jawaharlal Nehru University, New Delhi; Sikkim Central University, Gangtok; Rajiv Gandhi University, Itanagar; Hyderabad University; Hyderabad; Jadavpur University, Kolkata; Hamidia Girls Degree College, Allahabad; Sambalpur University, Sambalpur; North Eastern Hill University, Shillong; North Bengal University, North Bengal; Mahatma Gandhi Antarrashtriya Hindi Vishwavidyalaya, Wardha; Guru Nanak College for Girls, Punjab; and Government University, (D.A.V.V. Indore) Anjad. **Shri Otojit Kshetrimayum**, Associate Fellow was the Course Director.



Methods and Approaches in Labour Research (02-13 February, 2015)

As part of the Institute's mandate to encourage research on labour related issues, the above training programme was organised to help young research scholars and teachers in universities/colleges to develop and improve their capabilities to undertake labour research. The specific objectives of the course were as follows: (i) understand various concepts and theories related to labour; (ii) provide an overview of changing labour and employment situation; (iii) familiarise various research methods relevant to labour studies; (iv) acquire knowledge about different sources of data on employment and; (v) develop capacities to undertake rigorous studies on labour and employment. The training programme



was attended by 24 research scholars from different universities/research institutions across India. **Dr. Rakhee Timothy**, Associate Fellow, coordinated the programme.

HEALTH ISSUES PROGRAMMES (HIP)

Gender, Work and Health in a Globalising Economy (12-16 January, 2015)

The aim of the programme was to develop an understanding of the risks and health problems facing women workers in the informal economy. The objectives of the programme were: (i) to discuss the specific risks and health problems facing women workers in the informal economy; (ii) to understand the need for work related health policies and programmes for women workers, especially in developing countries. The programme was attended by 12 officials representing State governments and representatives of central trade unions. **Dr. Ruma Ghosh**, Fellow was the coordinator of the programme.

Health Security and Protection of Workers (23-27 February, 2015-04-01)

The aim of the programme was to enable the participants to understand the health insecurities of workers in informal employment and develop grassroots level health security networks. The objectives of the programme were: (i) to discuss health insecurities of workers in informal employment; (ii) to familiarize the participants with the different health security programmes and options for workers in informal employment; (iii) to discuss the micro-level social insurance and community insurance interventions. The programme was attended by 19 participants from the State Inspectorate of Factories and Central Trade Unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

Research Methods in Labour Studies (09-27 February, 2015)

The above training programme was organised under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs. The objectives of the programme were: (i) understand various concepts and theories related to labour; (ii) provide an overview of the labour scenario of the world in general and developing countries in particular; (iii) obtain deeper understanding of the emerging issues in employment and labour in the context of globalization; (iv) understand and apply various research methods and techniques relevant to labour studies; (v) acquire knowledge about different sources of data on labour and (vi) sharpen the knowledge and skills on computer applications in labour research. The programme was attended by 29 researchers and policy makers dealing with labour and related issues from 22 countries — Afghanistan, Bangladesh, Bhutan, Colombia, Egypt, Estonia, Indonesia, Jordan, Maldives, Mongolia, Myanmar, Palestine, Philippines, Turkey, Uruguay, Uzbekistan, Vietnam, Botswana, Gambia, Ghana, Malawi, Zimbabwe. Shri P.P. Mitra, Director General, V.V. Giri National Labour Institute presented the Certificates to the participants. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



The programme was attended by 29 researchers and policy makers dealing with labour and related issues from 22 countries — Afghanistan, Bangladesh, Bhutan, Colombia, Egypt, Estonia, Indonesia, Jordan, Maldives, Mongolia, Myanmar, Palestine, Philippines, Turkey, Uruguay, Uzbekistan, Vietnam, Botswana, Gambia, Ghana, Malawi, Zimbabwe. Shri P.P. Mitra, Director General, V.V. Giri National Labour Institute presented the Certificates to the participants. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NESP)

Leadership Development Programme for Trade Union Leaders from North-Eastern States (05-09 January, 2015)

The major objectives of the programme were to enhance the capacity of the participants and instill leadership skills in them. Other objectives were as follows: (i) to develop skills and techniques of effective organization building; (ii) to foster skills of effective leadership; and (iii) to impart knowledge about labour laws, development programmes and schemes. Thirty-two participants from different states like Assam, Tripura and Manipur participated in the course. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Fundamentals of Labour Laws for Trade Union Leaders and NGOs from North Eastern States (12-16 January, 2015)

The above programme was organised for Trade Union Leaders and NGOs from North Eastern States. The programme mainly aimed at providing the basic understanding to the participants with regard to the constitutional framework of labour law; substantive as well as the procedural aspects of select labour legislation pertaining to industrial relations, wages, contract labour, child labour, social security and conditions of work etc. The other major subject areas covered during the programme included: Right to Information and Domestic Enquiry: Principles and Practices. The programme was attended by total 37 participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

Convergence of Efforts of Social Partners to address Child Labour and Bonded Labour (27-30 January, 2015)

The objectives of the programme were: (i) to develop an understanding on the issues of bonded labour, enslaved forms of child labour and discuss strategies to address the problem; (ii) to impart skills, methods and techniques for identification of bonded labour and also develop skills for releasing those who are in bondage; (iii) to equip the social partners to work towards ending all enslaved forms of labour thereby enabling them to play an active role, not only in identification and release of bonded labour and child labour but also contributing towards effective implementation of various programmes aimed at rehabilitation of bonded labour and child labour. Seventeen participants attended the programme from Tripura, Assam, Manipur and Mizoram. **Dr. Helen R. Sekar** was the Course Director of the Programme.

Gender, Poverty and Employment for North Eastern Region (02-06, February, 2015)

The above programme was designed for the officials from Government Departments, Central Trade Unions and NGOs from North Eastern States. The specific objectives of the programme were: (i) to examine the inter linkage between gender, poverty and employment; (ii) to develop an understanding about gender, informality and poverty; (iii) to understand gender and decent work perspective in poverty reduction; (iv) to sensitize the participants about development issues related to gender; and to enhance their capacity to understand and analyze gender dimensions in policy and planning, (v) to discuss gender sensitive anti poverty employment policies and programmes at national and international levels. The programme was attended by 24 participants from Assam, Manipur, Meghalaya, Tripura and Sikkim. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

Strengthening Awareness on Labour Issues and Laws pertaining to Women workers for North Eastern States (16-20 February, 2015)

The objectives of the programme were to familiarize women workers about various legal provisions regarding women workers, to discuss the gender issues in the labour market, to provide information on the various developmental schemes and to discuss the prohibition of sexual harassment of women at workplace Bill, 2010. The training programme was attended by 23 participants. **Dr. Shashi Bala**, Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Research Methods in Labour Studies (19-23 January, 2015)

The programme was conducted in collaboration with LNML Maharashtra Institute of Labour Studies (LNML-MILS), Mumbai. The aim of the programme is to encourage labour research by providing an opportunity to young research scholars to develop their capabilities and undertake labour research. The objectives of the programme were: (i) to provide an overview of labour research in India; (ii) to understand and apply various research methods and techniques relevant to labour studies; (iii) to discuss the usefulness and limitations of secondary sources of data on labour; (iv) to sharpen knowledge and skills for the use of statistical packages in labour research. The programme was attended by 20 research scholars from Mumbai University, Shivaji University, Kolhapur and from TISS, Mumbai. The Course was coordinated by Dr. Ruma Ghosh, Fellow along with Dr. P.M. Kadukar from LNML-MILS, with the overall support of Dr. Rajan Tungare, Director, LNML-MILS.



Social Protection and Livelihood for Trade Union Leaders and Government Representatives (28-30 January, 2015)

The above programme was conducted in collaboration with TILS, Tamil Nadu. The course was designed for trade union leaders, academicians, government representatives and organisations working on issues of informal sector workers. The specific objectives of the Programme were: (i) to understand livelihood risk and vulnerability of the rural poor; (ii) to understand the different social protection programmes that transfer assets and skills to people for self employment that enable them to cope with poverty; (iii) to explore the alternative coping strategies and good practices for poverty reduction. The programme was attended by 52 participants from Tamil Nadu. **Dr. Ellina Samantroy**, Associate Fellow, VVGNI, and **Dr. Ramesh Kumar**, Associate Professor, TILS were the Course Directors.

Social Security for Workers in the Unorganised Sector (10-12, February, 2014)

The above programme was conducted in collaboration with State Labour Institute (SLI), West Bengal. The aim of the programme was to develop an understanding of the need for social security for informal sector workers. 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 21 participants from different trade unions. The programme was jointly coordinated by Ms. Reena Targain, Director, SLI, West Bengal and Dr. Ruma Ghosh, Fellow, VVGNI.

IN-HOUSE TRAINING PROGRAMMES (IHTP)

Training Programme on Behavioural Skills for Managing Work Effectively for RBI Personnel (12-16 January, 2015)

The above programme aimed at enhancing behavioural skills among the participants so that they could play an effective role for strengthening their organizations and work efficiently. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by 30 participants from Reserve Bank of India. They were from Andhra Pradesh, Chandigarh, Gujarat, Maharashtra, Odisha and Uttar Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Behavioural Skills for Managing Work Effectively for RBI Personnel (19-23 January, 2015)

The above programme was organised with the aim of developing harmonious interpersonal relations and effective performance among RBI personnel. It was based on following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building; and (v) to inculcate skills for creative problem solving. A total of 30 participants from Reserve Bank of India from the states of Assam, Bihar, Delhi, Maharashtra, Tamilnadu and West Bengal participated in the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials (09-13 February, 2015)

The above programme focused upon enhancing behavioural skills among the participants so that they could play an effective role for strengthening their organizations and work efficiently. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. Thirty participants of Reserve Bank of India from Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Rajasthan, Uttar Pradesh and Mumbai attended the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials (February 16-20, 2015)

The main objectives of the above programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. Thirty participants of Reserve Bank of India from Gujarat, Jammu & Kashmir, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Rajasthan and Uttar Pradesh attended the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Director General, Shri P.P. Mitra

- Delivered the Inaugural Address of the workshop on 'Making Labour Markets Work' at Indian Habitat Centre organized by National Institute of Urban Affairs, Delhi on February 12, 2015
- Delivered Inaugural Address of the Workshop & Exhibition on 'Occupational Safety and Health' at Regional Labour Institute, Faridabad on February 10, 2015

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Made a Presentation on "Youth and Employment Policy in India" in a Seminar on 'Youth Employment in India: Trends, Challenges and Policy Responses' organised jointly by Rajiv Gandhi National Institute of Youth Development, International Labour Organisation (ILO) and Indian Council of Social Science Research (ICSSR) on January 31, 2015 at Rajiv Gandhi National Institute of Youth Development, Tamil Nadu

Dr. Helen R. Sekar, Senior Fellow

- Attended a meeting of UNICEF on February 23, 2015 at Ministry of Labour and Employment on Census Data Analysis and understanding of the socio-economic aspects of child labour and the patterns for child labour in India.

Shri P. Amitav Khuntia, Associate Fellow

- Conducted interview for the M. Phil. dissertation "Impact of Development Induced Displacement: A Study of Resettlement and Rehabilitation Realities of a village in Jharkhand" as External Evaluator and Expert in the Department of Social Work, University of Delhi on January 23, 2015.

Shri Otojit Kshetrimayum, Associate Fellow

- Presented a paper on "Decoding the Dynamics of Ritual in North East India" in the two-day International Seminar on 'Performative Communication Culture and Politics in South Asia' during January 20-21, 2015 co-organized by Department of Sociology, South Asian University & Centre for Culture Media & Governance, Jamia Millia Islamia in association with Indian Council of Social Science Research.
- Delivered a lecture on 'Designing Sample Surveys: A Qualitative Approach' in the training programme on Planning and Designing of Sample Surveys conducted by National Statistical Systems Training Academy, Greater Noida on 17 February, 2015.

Dr. Ellina Samantroy, Associate Fellow

- Made a presentation on "Private Placement Agencies" on January 21, 2015 at the Inter Ministerial Group meeting at Ministry of Labour & Employment, Shram Shakti Bhavan.
- Participated as a Discussant in a Workshop on 'What Women Want: Understanding Aspirations of Women in Three States of India' on February 12, 2015 organised by the World Bank, New Delhi.
- Participated in an International Conference on 'Gender and Urban Poverty' on February 16, 2015 at India International Centre organized by Ministry of Housing and Urban Poverty Alleviation.
- Delivered a lecture on 'Gender Statistics' to Indian Statistical Service Probationary Officers on February 17, 2015 at National Statistical Systems Training Academy (NSSTA), Greater Noida.
- Attended a meeting of UNICEF on February 23, 2015 at Ministry of Labour and Employment on understanding of the socio-economic aspects of child labour and the patterns for child labour in India.

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"MISSION SWACHH BHARAT"

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

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

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA



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