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INDRADHANUSH

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

Volume III

Number 6

November-December, 2012

FROM THE DIRECTOR GENERAL'S DESK

Maternity Protection at Work

The concept of maternity benefit came about in order to enable women workers to carry on the social function of child bearing and rearing without undue strain on their health and loss of wages. This essential prerequisite has been recognised in various international human rights instruments such as the International Covenant on Economic, Social and Cultural Rights, 1996 and various international labour conventions (Nos. 3, 102, 103 & 183). In 1975, the ILO adopted the Declaration on Equality of Opportunity for Women Workers. During the 92nd International Labour Conference in 2004, ILO member states adopted resolutions relevant to extending maternity protection access and promoting work-life balance. On both occasions i.e., in 1975 and 2004, it was accepted that maternity is a cause for discrimination and such continuing discrimination is inimical to equality of opportunity and equal treatment of women.

In India, the enactment of a central legislation on maternity benefit was the result of the Second Five-Year Plan (1956-61). This Plan recognized that special attention has to be paid to women workers because of problems peculiar to them and the fact that they are less organised. The special cares and duties which fall to women necessarily place them under some handicap as workers. Therefore, special provisions for protecting them are essential. In particular, women should be protected against injurious work, should receive maternity benefits, and work places should provide creche facilities for children. Nursing mothers should be entitled to paid rest intervals for feeding infants. Moreover, the principle of equal pay for equal work needs to be more vigorously implemented.

There are however several issues that challenge the government in successfully implementing the provisions of maternity protection. It is argued that women do not remain in the workforce for long and therefore it is expensive to invest resources in providing them such benefits. It is considered that as such family responsibilities are in hands of women and their receiving maternity protection does not result in any benefit to the society. Just on the contrary, it has been seen world over that maternity protection not only bolster women's attachment to the labour force, increases productivity and economic growth by lowering household poverty, health risks and maternal mortality, but also serves to increase gender equality.

Generally, pregnant women are considered financial liability by an employer. Therefore, placing the entire burden of providing maternity benefit on the employer is akin to giving him an incentive to not provide any benefit at all. Thus, the cost of maternity protection should be shared amongst different agencies as has been seen in several countries (Sweden, Croatia) which have an efficient system of maternity protection. Some form of social insurance scheme or general taxation must be employed to meet this need. The provision of nursing breaks has been rendered useless in the absence of rest rooms and crèches at the workplace. Establishments must be directed and assisted in setting up crèches in their premises so that nursing breaks can be made use of by breast feeding mothers effectively and easily. Moreover, there is a need for effective sensitization of different social partners such as trade union representatives, employers, NGOs and enforcement agencies in order to play an active role in this direction.

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RESEARCH CENTRES

National Resource Centre on Child Labour (NRCCL)

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO and Ministry of Labour. The objective was to provide a centralized agency, which could ensure active cooperation of various social partners and stakeholders including the Government, International Organisations, NGOs, Workers' Organisations and Employers' Organisations in the task of combating child labour. The Centre supports the policy makers and legislators in their task of progressive elimination of child labour and contributes to the attainment of the objectives of policies of the Central and State Governments. The primary concern of the centre is to provide technical advisory services and consultancy, disseminate information to highlight the problems of child labour and create greater awareness leading to change in the attitude of the masses. The centre has been continuously striving to develop the capabilities of individuals, groups and organisations working towards the prevention and elimination of child labour.

The NRCCL strives to achieve its objectives through research, training, curriculum development, advocacy, technical support, documentation, publication, dissemination, networking and promoting convergence by strengthening the efforts of social actors at various levels. Some of the major Projects completed/ initiated recently by this centre are as follows:

- Fundamental Principles and Rights at Work (FPRW) and Informal Economy in India
- Reducing Vulnerability to Debt Bondage and Forced Labour
- Establishing Child Labour Information & Documentation System (CHILDOS)
- Equipping and Strengthening Needs of Stakeholders for effectively Addressing Child Labour Issue in Select States of India: Training Needs Assessment and Developing Training Manuals for Training of Stakeholders
- Training Needs Assessment and Developing Training Manuals of Strengthening of Law Enforcement System to Combat Child Labour
- Towards Building and Managing Sources of Knowledge on Child Labour for Situational Analysis, Awareness and Elimination
- Developing Web-resource on Child Labour: Conceptualisation, Collection and Digitisation

The Research Advisory Group of the Centre comprises of the following members:

1. Shri Amod Kanth, PRAYAS
2. Ms. Amarjeet Kaur, AITUC
3. Prof. S. C. Srivastava, Secretary General, National Labour Law Association
4. Shri Cherian Joseph, Human Resource Advisory
5. Ms. Preet Verma, ILO

Centre Coordinator: Dr. Helen R. Sekar, Senior Fellow

For any further information, please contact: helensekar@gmail.com

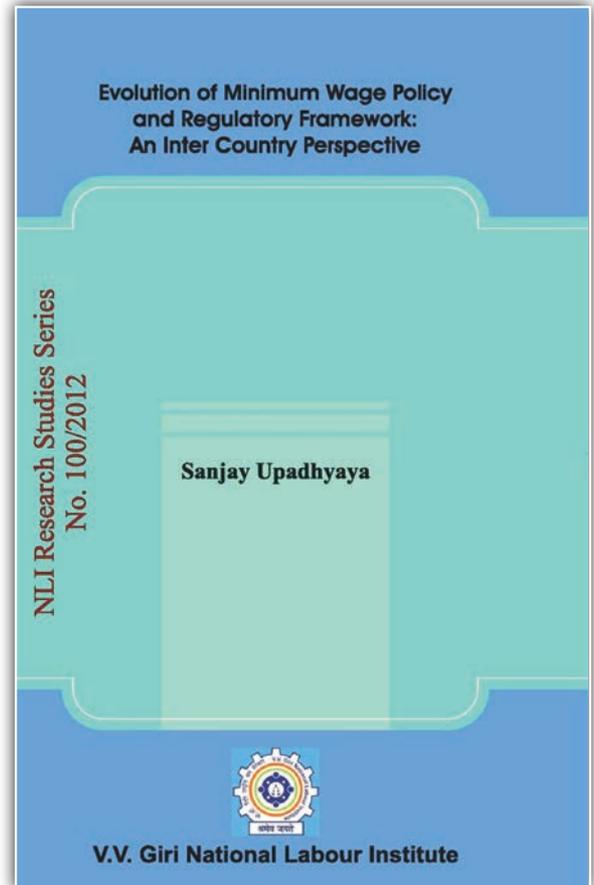
PUBLICATION OF RESEARCH STUDIES

Evolution of Minimum Wage Policy and Regulatory Framework: An Inter Country Perspective

The issue of wages is perhaps the most vital issue for various categories of workers, especially those engaged in the informal and unorganized sector. In this context, formulation of an appropriate policy and rational criterion for determination of minimum wage assumes paramount importance. Though, the necessity and importance of regulation of minimum wage is seldom disputed, the method and criteria of its determination has always been a contentious issue. Various countries follow different practices, procedures and criteria in this regard, mainly based on their overall labour policy and labour market context. A comparative understanding of the evolution of minimum wage policy and legislation and that of the methods and criteria being followed in this regard by countries in various regions of the world can be of great interest and relevance for drawing appropriate policy lessons.

With this perspective, the research study, titled “*Evolution of Minimum Wage Policy and Regulatory Framework: An Inter Country Perspective*” carried out by the researcher makes a comparative analysis of all the above mentioned aspects in the context of the countries selected from various regions of the world. These countries include: China, India, Japan, South Korea, South Africa, Philippines, Nigeria, Bangladesh, Sri Lanka, Sweden and United Kingdom. Based on the comparative analysis of labour market contexts of various countries, the study points out that in spite of various differences in labour market contexts, there are certain common features indicating the need for adopting appropriate legal measures for regulating minimum wages. Some of these features include: in almost all the countries nearly 2/3rd of the population is in the working age group; employment from the formal sector is rapidly shifting to informal sector; a substantial proportion of workforce is either unemployed or under-employed and in most of the countries a substantial proportion of the population lives below the poverty line; a substantial proportion of population in most of the countries constitutes the wage earners majority of whom belong to the unorganized or informal sector with no or very less bargaining power.

The study also gives a detailed account of the minimum wage policies, legislative framework and multitude of practices, criteria / norms pertaining to determination of minimum wage and compliance mechanism in countries selected under the study. Based on the review and comparative analysis of the above mentioned aspects, the study also makes a number of recommendations.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Effective Enforcement of Labour Laws in the Unorganised Sector (18-20 December, 2012)

A training programme on 'Effective Enforcement of Labour Laws in the Unorganised Sector' was held at VVG NLI from 18-20 December, 2012. It was attended by 30 participants comprising mostly of enforcement officers. The programme aimed at equipping labour officers with skills of dealing with enforcement of labour laws in the unorganised sector. The specific objectives of this programme were: (i) to understand fundamentals of labour laws and contemporary industrial relation issues; (ii) to have knowledge of substantive as well as procedural contents of different labour laws; (iii) to appreciate quasi-judicial and conciliation functions in a comprehensive manner; (iv) to acquire sharper understanding of the enforcement process in unorganised sector. **Dr. Onkar Sharma**, Fellow, was the Course Director of this programme.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Training Programme on Empowering Trade Unions Leaders (26 November– 01 December, 2012)

This programme was attended by 41 participants with major participation from South India. The objectives of the programme were as follows: (i) to familiarise with the changes and trends in industrial relations; (ii) to sharpen skill of leadership; (iii) to discuss the role of Trade Unions in the emerging economic & political scenario; (iv) to have knowledge about labour laws and recent changes in labour laws. In this programme experienced faculty of VVG NLI and very eminent guest faculty interacted with the participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.



CAPACITY BUILDING PROGRAMMES (CBP)

Training Programme on Developing Skill Development Strategies for Women Workers in Informal Sector (26-30 November, 2012)

This training programme was conducted in the Institute during 26-30 November, 2012 with the aim to equip the major social partners with skill development strategies for women workers in informal sector. Representatives from Government, Skill Training Institutions, Trade Unions and NGOs participated in this five day training programme. Participants belonged to Assam, Uttar Pradesh, Mizoram, Manipur, Gujarat,

Nagaland, Himachal Pradesh, Rajasthan, and Delhi. The programme was attended by 30 participants out of which 24 were women participants.

Importance of Skill for Women in the operation of Informal Economy & Overview of Skill Development Measures in India, Governance and Management of India's Vocational Training System and Effective Implementation of Modular Employable Skills, Challenges of Skill Development in Informal Sector, Managing Skill Development: Need for Proactive Role of Social Partners, Gender Issues in Skill Development, Key Indicators of Skill Development, Trends and Skill needs in Tourism Sector, Experience from Women's Skill Training Institutions were discussed in various sessions. Along with internal faculty members, resource persons from DGE&T, NVTI & SEWA contributed through their presentations. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

Training of Trainers Programme for Rural Labour Educators- Bundelkhand (26 – 30 November, 2012)

This programme was held at the Institute from 26 – 30 November, 2012. A total of twenty six participants from eight districts of Bundelkhand Region (Uttar Pradesh and Madhya Pradesh) attended this programme. They were mainly senior rural activists of Bundelkhand Majdoor Union and some NGO activists representing different districts namely Datia, Morena, Sheopur, Sagar, Tikamgarh, Chhattarpur, Jhansi, Banda, Chitrakoot and Lalitpur. Dr. Poonam S. Chauhan, Dr. M.M. Rehman, Dr. Onkar Sharma, Dr. Shishram Sharma and Dr. Shashi Tomer took sessions in the programme. The valedictory address was given by **Dr. Deepender**, Consultant, (MORD). **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Rural Labour Camp, Baldevgarh, Bundelkhand (6–8 December, 2012)

A 'Rural Labour Camp' was organised in Baldevgarh Block of Tikamgarh district, Madhya Pradesh from 6–8 December, 2012. A total of 40 participants from three villages namely Tamoura, Norpara and Kailpura participated in this camp. The immediate impact of the Rural Labour Camp was that the participants formed three separate units in all three villages for organising rural workers in their own villages as well as spreading awareness in surrounding villages. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Empowering Women Organisers (17-20 December, 2012)

Training Programme on Empowering Women Organisers was held at V.V Giri National Labour Institute from 17-20 December, 2012. The programme was designed for women trade union leaders/organisers engaged in organisation building and those who represent the unorganised sector. The training programme was an important endeavor to enlighten women organisers about the inequalities prevalent in the labor market and also enable them to develop an understanding about the challenges existing in the labour market scenario. It was designed to help leaders



from the unorganised sector to develop their leadership skills and generate motivation among them to work effectively towards social mobilization at the grassroots level. The programme focused on the following important objectives: (i) To develop understanding of informal sector and economic relations; (ii) To discuss the issue of empowerment for women; (iii) To develop skills for enhancing leadership potential and (iv) to acquaint with labour laws in relation to women workers. The programme was coordinated by **Dr. Ellina Samantroy**, Associate Fellow, VVGnLI.

Training Programme on Gender, Poverty and Employment (24-28 December, 2012)

A training programme on Gender, Poverty and Employment was organised at VVGnLI from 24-28 Dec, 2012. The main objective of this training programme was to draw out linkages between issue of gender, poverty and employment through sectoral case illustrations. The basic concepts underlying the theme were also discussed at the beginning of the programme. Important government policies with regard to employment and employability, gender and poverty alleviation were also discussed. There were 27 participants representing trade unions and non-government organisations from the states of Tripura, West Bengal, Orissa, Gujarat and Delhi. **Shri V. P. Yajurvedi**, Director General, VVGnLI gave the Valedictory Address. **Dr. Rinju Rasaily**, Associate Fellow, VVGnLI was the Course Director.

Leadership Development Programme for Trade Union Leaders from North Eastern States (24-28 December, 2012)

The focus of this training programme was to enhance the knowledge of the participants and instill leadership skills in them. The specific objectives of the programme were as follows: (i) to develop skills and techniques for effective organisation building; (ii) to foster skills of effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in globalised economy; (iv) to impart knowledge about labour laws, development programmes and schemes. This programme was attended by 29 participants from Assam, Manipur, Meghalaya and Tripura. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

RESEARCH METHODS PROGRAMME (RMP)

Course on Various Methods in Microfinance Research (29 October - 2 November, 2012)

The Institute organised a five-day Course on Various Methods in Microfinance Research during 29 October, 2012 - 2 November, 2012. The course aimed to provide researchers with an enhanced understanding of qualitative and quantitative methods in microfinance research and understand various concepts and theories related to microfinance. Twenty six participants from various states participated in the programme. The training involved lectures by resource persons, brain storming sessions, discussions and interactive sessions. **Dr. Dhanya M.B**, Associate Fellow was the Course Director of this programme.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Collaborative Training Programme on Social Security for Unorganised Workers (19-22 December, 2012)

The above programme was conducted in order to sensitize the participants on the Unorganized Sector Social Security Act. A total of 42 participants attended the programme. The programme focused on the following objectives: (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 programmers; (iii) to familiarise participants with different micro level social security experiments. This programme was jointly coordinated with Ambekar Institute of Labour Studies, Mumbai. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Collaborative Training Programme on Gender Issues in Labour (26-28 December, 2012)

V.V. Giri National Labour Institute & Mahatma Gandhi Labour Institute, Ahmedabad jointly organised the Training programme on Gender Issues in Labour during December 26-28, 2012. The objectives of the Training Programme were to address the issue of gender bias with holistic perspective; to enhance the capacity of the participants so that they could tackle the gender based injustice; to orient the participants on laws pertaining to women workers; to sensitize the participants about sexual harassment at workplace; and to discuss about the gender discrimination in the world of work. The Training Programme was attended by 33 participants. **Dr Shashi Bala**, Fellow, VVGnLI, NOIDA and **Dr Misha Vyas**, Assistant Professor, MGLI were the Course Coordinators.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Training Programme on Labour and Employment Relations in a Globalising Economy (5-23 November, 2012)

V.V. Giri National Labour Institute organised an International Training Programme on Labour & Employment Relations in a Globalising Economy under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs, during November 5-23, 2012 at the Institute's Campus. The programme was attended by 25 senior and middle level officials dealing with labour and related issues from 19 countries - Armenia, Bangladesh, Benin, Botswana, Ethiopia, Fiji, Jamaica, Kenya, Lesotho, Lithuania, Mauritius, Nigeria, South Africa, Sudan, Syria, Tajikistan, Tanzania, Uzbekistan, and Zimbabwe.



The specific objectives of the programme were to: (i) understand and appreciate the changing labour market and employment relations scenario in the context of globalisation; (ii) acquire knowledge about the changing role of social partners in the context of transformations in the world of work; (iii) learn and share experiences on new forms of labour management practices; (iv) develop positive attitude towards work, superiors, peers and subordinates; and (v) sharpen behavioural skills and insights for supervision, coordination and motivation. **Shri V.P. Yajurvedi**, Director General, V.V. Giri National Labour Institute delivered the Valedictory Address and presented the Certificates to the participants. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

International Training Programme on Managing Development and Social Security Measures (3-21 December, 2012)

The International Training Programme on Managing Development and Social Security Measures under ITEC/SCAAP Programme was held from 3-21 December, 2012. The objectives of the programme were: (i) to understand the linkage between contemporary development paradigms and social security measures; (ii) to acquaint with concepts of social security; (iii) to familiarise with various social security programmes; (iv) to explore different micro level social security experiments; and (v) to understand various techniques and strategies for initiating micro-level social security network. The programme was attended by 15 members representing 12 countries,



one each from Bangladesh, Lesotho, Lithuania, Mexico, Oman, Peru, Tanzania, Togo, Uzbekistan; and two each from Cambodia, Mauritius and Nigeria. This programme was inaugurated by **Shri V.P. Yajurvedi**, Director General, VVGnLI. During the course of the training programme, there were 22 technical sessions, which were coordinated by resource persons from VVGnLI and other institutes/organisations and 12 country presentations were made on the trends and challenges of social security systems in each participating countries. The Course Director of the programme was **Shri Otojit Kshetrimayum**, Associate Fellow, VVGnLI.

OTHER IMPORTANT ACTIVITIES

Workshop on Fundamental Principles and Rights at Work (FPRW) and Informal Economy in India (20 November, 2012)

A Workshop on Fundamental Principles and Rights at Work (FPRW) and Informal Economy in India was held on 20 November, 2012 at VVGnLI. The main objective of the workshop was to examine the status of Fundamental Principles and Rights at Work (FPRW) in the informal economy. The workshop was attended by 50 participants, which included officials from Ministry of Labour & Employment, representatives of the ILO, Employers' Organisations, Trade Unions, academicians and activists. The Opening Remarks of the Workshop was delivered by **Shri V.P. Yajurvedi**, Director General, VVGnLI and **Dr. Ashok Sahu** Secretary General, National Human Rights Commission, Govt. of India delivered the Inaugural Address. The Key Note Address was delivered by **Shri A.C. Pandey**, Joint Secretary, Ministry of Labour & Employment, Govt. of India, whereas **Shri S.K. Dev Verman**, Capacity Development Advisor, UNDP, Afghanistan delivered the Workshop Address. **Ms. Tine Staermose**, Director, ILO delivered the Special Address of the Workshop.

The workshop was designed into three sessions and fifteen research papers were presented in these technical sessions. The first session on Gender, Wage and Rights at Work was chaired by Dr. Ratna

Sudarshan, Director, Institute of Social Studies Trust, New Delhi. The second session on Child Labour, Forced Labour and Bonded Labour: Reality and Response was chaired by Ms Sherin Khan, Senior Specialist on Child Labour, ILO, New Delhi. The third session was chaired by Shri J. John, Executive Director, Centre for Education and Communication, New Delhi. The workshop coordinators were **Dr. Helen R Sekar**, Senior Fellow and **Dr. Dhanya MB**, Associate Fellow.



Workshop on Ratification of ILO Convention No. 87 and Convention No. 98 (21 November, 2012)

The Governing Body of International Labour Organisation (ILO) has identified eight conventions as ‘fundamental’, covering subjects that are considered as fundamental principles and rights at work. These Conventions are also covered in the ILO’s Declaration on Fundamental Principles and Rights at Work (1998). These Conventions are: Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Forced Labour Convention, 1930 (No. 29); Abolition of Forced Labour Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); Equal Remuneration Convention, 1951 (No. 100); Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

Out of these eight Conventions, India has already ratified the Forced Labour Convention, 1930 (No. 29); Abolition of Forced Labour Convention, 1957 (No. 105); Equal Remuneration Convention, 1951 (No. 100) and Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Consensus has also been arrived at to proceed towards ratification of Convention Number 138 (Minimum Age Convention, 1973) and Convention Number 182 (Worst Forms of Child Labour Convention,



1999). However, the consensus on the ratification of Convention No. 87 (Freedom of Association and Protection of the Right to Organise Convention, 1948) and Convention No. 98 (Right to Organise and

Collective Bargaining Convention, 1949) has not yet been arrived at. There are a number of challenges, gaps, prospects and opportunities associated with the ratification of these two Conventions. A discussion on all these aspects among all the stake holders is the only way out to proceed further in this regard. In this context, V.V. Giri National Labour Institute organised one day workshop on 21 November 2012 at the behest of Ministry of Labour & Employment at its campus at Noida.

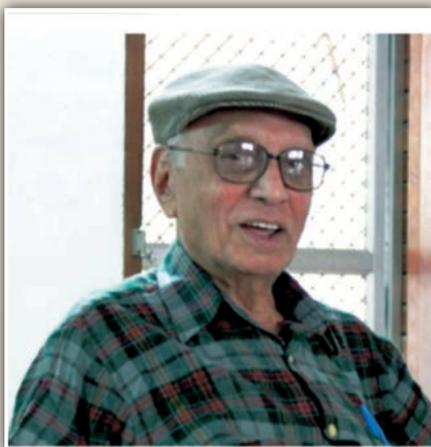
The workshop was attended by a total number of 35 participants representing experts from ILO, Senior Labour Administrators, Officials of Central and State Labour Departments, Officials from Ministry of Personnel/Grievances and Pension and the Ministry of Labour & Employment, representatives from various trade unions, employers' organisations and the academia. **Shri V.P. Yajurvedi**, Director General delivered the welcome address, **Dr. Lakshmidhar Mishra**, former Union Labour Secretary and former Senior Advisor to ILO delivered the Key Note Address. The workshop had two technical sessions which were chaired by **Shri R.A. Mittal**, National Secretary, Hind Mazdoor Sabha and **Dr. P.D. Shenoy**, former Union Labour Secretary and former Member, National Consumer Redressal Forum respectively. During these sessions, various presentations were made by representatives of ILO, employers' organisations, trade unions and various other experts. During the workshop, it was strongly felt that collective bargaining is a rational democratic right and it was recommended that these conventions should be ratified with urgency and the preparedness could follow through tripartism. The workshop was co-ordinated by **Dr. Sanjay Upadhyaya**, Fellow and **Dr. Onkar Sharma**, Fellow, VVGNI.

OBITUARY

T.S. Sankaran (IAS Retd)

Born : 4-1-1926 Passed away : 15-12-2012

Shri T S Sankaran was formerly Additional Secretary, Ministry of Labour, Govt of India, First Member, Board of Revenue, Commissioner, Govt of Tamil of Lok Raj Sangathan and at was its honorary Chairperson. of the National Labour Laws the National Advisor of the for Central Legislation on CL), National Campaign Sector Workers (NCC- of Domestic Workers, he Central Advisory Contract associated with several Security Association of India until his last breath.



Govt. of Tamil Nadu and Labour Nadu. He was the first President the time of his passing away he He was the founder-President Association. Besides being National Campaign Committee Construction Labour (NCC- Committee of Unorganised USW) and National Campaign was also the former Chairman, Labour Board. He was closely organisations such as the Social and several other organisations

Shri T.S. Shankar was closely associated with V.V.Giri National Labour Institute and was in fact one of the pioneers who facilitated the setting up of the Institute in the 1970s. He provided valuable support and guidance to the Institute especially on issues related to the workers in the unorganized sector.

PROFESSIONAL ENGAGEMENTS

Professional Engagements of Shri V.P. Yajurvedi, Director General, VVG NLI

- Participated in the ‘Knowledge Sharing Workshop on Way out of Informality: Facilitating Formalisation of Informal Economy’, organised by the ILO and Ministry of Labour and Employment, Govt. of India on 6 December, 2012 at Hotel Royal Plaza, Ashoka Road, New Delhi.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow, VVG NLI

- Presented a paper (co-authored with Dr. Rakkee Timothy) ‘Migration Cycle of Women Workers from South Asia: Problems and Prospects’, at the National Consultation Workshop on Women and International Migration: Opportunities & Challenges, organised by India Centre for Migration and Ministry of Overseas Indian Affairs, Government of India, on December 13, 2012 at New Delhi.

Dr. Helen R. Sekar, Senior Fellow, VVG NLI

- Attended the Workshop on Way Out of Informality: Facilitating Formalisation of Informal Economy, to provide a formalization and introduction of the India component of the subregional programme on Way out of Informality: Facilitating Formalisation of Informal Economy, in New Delhi on 6 December, 2012.
- Made a Presentation on Child Labour, Migration and Trafficking: Adequacy of Policies and Laws in India at National Consultation on Child Labour organised by Centre for Education and Communication in New Delhi on 13 December, 2012.
- Attended a meeting of the Central Advisory Board on Child Labour in the Ministry of Labour & Employment on 21 December, 2012. The agenda for the meeting was to discuss on the issues related to child labour and task force to make the NCLP Scheme more child friendly.

Dr. Ruma Ghosh, Fellow, VVG NLI

- Participated in the Tripartite Validation Workshop for Global Guidelines on Mining Sector and HIV/AIDS organised by International Labour Organisation during 26-27 November, 2012 at IIC, New Delhi. The Workshop shared and presented the draft global guidelines developed by ILO Geneva in line with the Recommendation No. 200 on HIV/AIDS (R200).
- Attended the Inter-Ministerial Conference on Mainstreaming HIV organised National AIDS Control Organisation during 18-19 December, 2012.

Dr. Shashi Bala, Fellow, VVGnLI

- Attended Consultative Workshop on Valuation of Household Work at NIPCCD organised by Ministry of Women & Child Development on 7 November, 2012, New Delhi
- Attended Workshop on Sexual Harassment Bill, School of Social Sciences, JNU on 20 November, 2012, New Delhi
- Group Work presentation in National Tripartite Workshop on Pay Equity and Gender Wage Gap in India: Causes and Concerns at Hotel Le Meridian organised by International Labour Organisation on 26-27 November, 2012, New Delhi
- Attended Consultative Workshop on Bridging Perspectives on Labour, Informality and Poverty at India Habitat Centre organised by SEWA & WIEGO on 12 December 2012, New Delhi
- Attended Dissemination Workshop on Quality Day Care Services for the Young Child: Documenting selected efforts at India International Centre organised by Institute of Social Studies Trust on 13 December, 2012
- Presented a paper on “Maternity Protection at Work” in Technical Session on Gender, Wages and Rights at Work at the Workshop on Fundamental Principles and Rights at Work (FPRW) and Informal Economy in India organised by VVGnLI on 20 November, 2012

Dr. Rinju Rasaily, Associate Fellow, VVGnLI

- Presented a paper entitled *Regulatory Frameworks on Health and Safety at Workplace: An Overview* presented in the Technical Session on ‘Employment and Rights Deficit in the Informal Economy’ at the Workshop on Fundamental Principles and Rights at Work (FPRW) and Informal Economy in India organised by VVGnLI on 20 November, 2012.

Dr. Ellina Samantroy, Associate Fellow, VVGnLI

- Participated in IAFFE-IATUR Training Workshop on Understanding Economic Contributions of Women and Men from November 5-9, 2012 at NASA, Greater Noida.
- Participated in ILO workshop on *Formalizing the Informal Economy* on 6 December, 2012 at Hotel Royal Plaza, New Delhi
- Participated in SEWA workshop on *Power of Statistics* on 12 December, 2012 at India Habitat Centre, New Delhi

Dr. Dhanya M.B., Associate Fellow, VVGnLI

- Attended National Knowledge Sharing Workshop on ‘Way out of Informality’ jointly organised by MoLE and ILO on 6 December, 2012 at New Delhi.

Printed and Published By: V.V. Giri National Labour Institute, Sector-24, Gautam Budh Nagar, Noida-201301, India.

Printed at : Chandu Press, D-97, Shakarpur, Delhi-110092