इन्द्रधनुष Indradhanush

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Inside this Issue

From The Director General's Desk 1

Special Events 2

Publication 4

Training Programmes 5

Special Achievements 15

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FROM THE DIRECTOR GENERAL'S DESK

Recent Employment Trends in India: Evidence from Periodic Labour Force Survey

The Periodic Labour Force Survey (PLFS) has, over the past eight years, provided a consistent basis for assessing developments in India's labour market. The latest estimates for persons aged 15 years and above, based on the usual status (principal and subsidiary status combined), indicate sustained improvement in labour market participation alongside a gradual decline in unemployment. These trends suggest a labour market that has become more inclusive while continuing to generate employment opportunities across rural and urban India.

The Labour Force Participation Rate (LFPR) has recorded a steady increase since 2018. Rural India continues to show higher participation than urban India, while gains have been evident across all demographic groups. Rural male LFPR increased from 76.2 percent in 2018 to 80.5 percent in 2025, and urban male participation rose from 74.3 percent to 76.2 percent. The most notable improvement has been among women. Rural female LFPR increased from 24.6 percent to 45.9 percent during the same period, while urban female participation rose from 20.7 percent to 27.7 percent. Consequently, the overall LFPR for rural persons increased from 50.7 percent to 62.8 percent, and for urban persons from 47.8 percent to 52.2 percent. These figures point to a broad-based expansion in labour market participation, with women's increasing engagement constituting one of the most significant developments.

The unemployment rate (UR) has also shown a consistent downward trend across both rural and urban areas. Rural male unemployment declined from 5.9 percent in 2018 to 2.6 percent in 2025, while urban male unemployment fell from 7.1 percent to 4.2 percent. Rural female unemployment reduced from 3.4 percent to 2.1 percent, and urban female unemployment from 10.4 percent to 6.4 percent. Correspondingly, the overall unemployment rate declined from 5.3 percent to 2.4 percent in rural India and from 7.8 percent to 4.8 percent in urban India. These trends indicate that the rise in labour force participation has been accompanied by sustained employment generation. At the same time, the nature and quality of employment remain important dimensions for understanding these developments.

Another indicator of changing labour market engagement is the proportion of persons who are Not in Employment, Education or Training (NEET), which has also declined over the period. Rural male NEET rates fell from 13.4 percent in 2018 to 10.4 percent in 2025, while urban male rates declined from 16.4 percent to 14.3 percent. Rural female NEET rates reduced substantially from 66.0 percent to 45.2 percent, and urban female rates from 68.5 percent to 62.4 percent. At the aggregate level, rural NEET declined from 39.4 percent to 28.2 percent and urban NEET from 42.1 percent to 38.1 percent. These encouraging trends are likely to reflect the combined influence of economic growth and sustained policy initiatives aimed at improving employment opportunities, skills, entrepreneurship, social protection measures and women's participation in the workforce.

SPECIAL EVENTS

Workshop on AI for Labour Welfare during Mission Karmyogi SADHANA Saptah 2026 (April 02, 2026)



The workshop aimed at providing deeper understanding of the emerging role of Artificial Intelligence in promoting labour welfare and workplace well-being. The workshop was attended by 35 participants representing from Employees of VVGNLI. The workshop was coordinated by **Dr. Shashi Bala**, Senior Fellow VVGNLI.

Workshop on Labour Welfare Measures in Ancient Indian Texts (April 07, 2026)



As a part of celebration under Sadhana Saptah (April 2-8, 2026) under Mission Karma Yogi, a workshop was organised on Labour Welfare Measures in ancient Indian texts at the institute.The workshop deliberated on various labour issues, management lessons drawn from ancient texts like Mahabharat and Bhagavad Gita. The workshop included a special lecture by Shri Debasis Satapathy, Chief General Manager HR (CGM-HR) at NBCC (India) Limited, New Delhi. The workshop was attended by 30 participants comprising of VVGNLI employees. The workshop was coordinated by Dr. **Sanjay Upadhyaya**, Senior Fellow VVGNLI.

Workshop on Monitoring Labour Welfare Programmes through Dashboard –Understanding Samandhan and Shram Suvidha Portal (April 7, 2026)

VVGNLI organized a half day event 'Monitoring Labour Welfare Programmes through Dashboard - Understanding SAMADHAN and Shram Suvidha Portal' on April 07, 2026, as a part of the Capacity Building Commission's (CBC) Mission Karmayogi Sadhana Saptah, April 02-08, 2026. Shri Abhijeet Kumar, Former Deputy CLC (Central) provided participants with an overview of digital platforms used for effective monitoring, implementation and enforcement of labour welfare and regulatory measures. The session familiarised participants with the key features and functionalities of the **SAMADHAN Portal** and **Shram Suvidha Portal**, including registration, complaint and claim management, inspection-related processes, real-time data tracking, dashboard-based monitoring and generation of reports. Emphasis was placed on using portal data for evidence-based decision-making, identifying implementation gaps, improving transparency and accountability, and strengthening timely delivery of labour welfare services.The workshop was coordinated by **Dr. Ruma Ghosh,** Senior Fellow.

Workshop on Academic Writing (April 09, 2026)



A workshop on Academic Writing was organised by V.V. Giri National Labour Institute in collaboration with Lloyd UG Management Department on 9 April 2026. The workshop aimed to equip the participants with the knowledge and practical skills required to produce clear, coherent, evidence based, and academically rigorous written work.The workshop was attended by 61 participants**. Dr. Otojit Kshetrimayum**, Fellow, was the Course Director.

Workshop on BRICS Network of Labour Research Institutes (April 17, 2026)



The VVGNLI in collaboration with ITC, Turin and ILO, Geneva organised a Brainstorming workshop on "AI, innovative technologies and future of work". On 17th April 2026 at VVGNLI. The workshop included a presentation made by Mr Naren Prasad Head, Education & Training Research Department, ILO, Geneva on proposed activities under the BRICS framework and align them with the priorities of India's BRICS Presidency as well as the Ministry of Labour's vision for enhanced South-South cooperation. The workshop was chaired by Dr. Arvind, DG VVGNLI and attended by faculty members of VVGNLI.

One-Day Workshop on Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways (June 08, 2026)



The workshop was organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the Department of Economics, Dhanamanjuri University, Imphal, Manipur on 8 June 2026 at Imphal. The workshop aimed at providing students and research scholars with a holistic understanding of the changing employment landscape, emerging opportunities, skill

development ecosystems, and entrepreneurship pathways, while bridging the gap between youth aspirations and labour market realities. The workshop was attended by 47 participants. **Dr. Otojit Kshetrimayum,** Fellow, was the Course Director.

One-Day Workshop on Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways (June 09, 2026)



The workshop was organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the DDU-KAUSHAL Kendra, Dhanamanjuri Community College, Imphal, Manipur on 9 June 2026 at Imphal. The workshop aimed at providing students and research scholars with a holistic understanding of the changing employment landscape, emerging opportunities, skill development ecosystems, and entrepreneurship pathways, while bridging the gap between youth aspirations and labour market realities. The workshop was attended by107 participants. **Dr. Otojit Kshetrimayum,** Fellow, was the Course Director.

One-Day Workshop on Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways (June 10, 2026)



The workshop was organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the Khongnangthaba University, Manipur on 10 June 2026 at Imphal. The workshop aimed at providing students and research scholars with a holistic understanding of the changing employment landscape, emerging opportunities, skill development ecosystems, and entrepreneurship pathways, while bridging the gap between youth aspirations and labour market realities. The workshop was attended by 143 participants. **Dr. Otojit Kshetrimayum**, Fellow, was the Course Director.

One-Day Workshop on Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways (June 11, 2026)

The workshop was organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the National Institute of Electronics & Information Technology (NIELIT), Imphal, Manipur on 11 June 2026 at Imphal. The workshop aimed at providing students and research scholars with a holistic understanding of the changing employment landscape, emerging opportunities, skill development ecosystems, and entrepreneurship pathways, while bridging the gap between youth aspirations and labour market realities. The workshop was attended by 133 participants. **Dr. Otojit Kshetrimayum,** Fellow, was the Course Director.



One-Day Workshop on Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways (June 12, 2026)



The workshop was organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the Department of Vocational Studies & Skill Development, Manipur University, Imphal, Manipur on 12 June 2026 at Imphal. The workshop aimed at providing students and research scholars with a holistic understanding of the changing employment landscape, emerging opportunities, skill development ecosystems, and entrepreneurship pathways, while bridging the gap between youth aspirations and labour market realities. The workshop was attended by 48 participants. **Dr. Otojit Kshetrimayum**, Fellow, was the Course Director.





Workshop on Decent work in Care Economy (June 15, 2026)

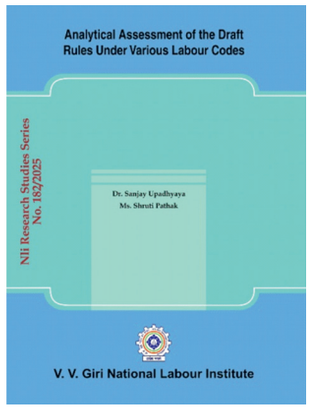




The workshop aimed to describe current trends in workplace evolution and analyze their impact on employment in the care economy while identifying and demonstrating the future-ready professional skills essential to meet emerging challenges in the care sector. The workshop was attended by 26 participants representing from Academicians and researchers from Universities/Colleges/ Research Institutions and professionals in government and civil society organizations. The workshop was coordinated by **Dr. Shashi Bala**, Senior Fellow VVGNLI.

PUBLICATION

Analytical Assessment of the Draft Rules under Various Labour Codes
NLI Research Studies Series No. 182/2025



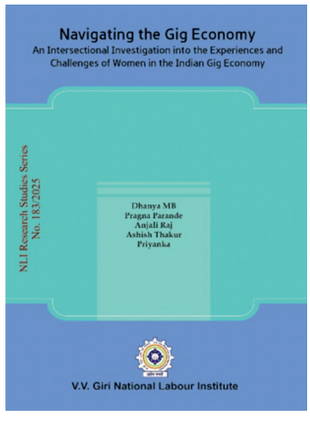
Labour law seeks to cater to the needs of industry and the workers which keep on changing from time to time. The law also needs to be amended, reviewed and rationalized with this evolving change. As per the scheme of the Indian Constitution, labour being in the 'Concurrent list' this exercise can be carried out by both, the Central as well as the State Governments. Accordingly, a number of amendments have been made, both by the Parliament and various State Legislatures in many Labour Legislations in the past.

However, the realities prevailing at the grassroots level revealed that many of these laws benefit neither the workers nor the employers. A substantial proportion of workers, remain deprived of most of their dues in terms of basic labour rights and social security entitlements provided under various labour legislations. Some of the important reasons cited for the same include: various kinds of ceilings under the existing labour legislations either in terms of an upper limit of wages/ salary or a minimum number of employees and minimum duration of employment for the purpose of coverage under these laws. The key reasons responsible for the lack of proper and effective implementation of various labour laws included large number of labour legislations, the obsolete nature of many of these laws and the non-deterrent nature of the penalties provided for various violations.

Taking into account the above and in order to duly meet the changing requirements of the employers (in terms of flexibility) and workers (in terms of core labour rights and social security) the present government initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of a large number of existing central labour legislations in four major Labour Codes by way of amalgamation and rationalization of the core features of these labour legislations in four codes namely, (i) the Code on Wages, 2019; (ii) the Code on Industrial Relations, 2020; (iii) the Code on Social Security, 2020; and (iv) the Code on Occupational Safety, Health and Working Conditions, 2020.

These codes contain the substantive provisions concerning the various aspects covered therein. As regards, the procedural aspects, the same are taken care of by the rules concerning these laws. The exercise of framing of the rules under various labour codes has already been carried out by the Central Government. Similar exercise has also been carried by most of the States and UTs, by way of drafting of the rules as per their State/UT specific local requirements. However, to the extent possible these rules need to be in consonance with the fundamentals and ethos of the codes and deviation if any should not be substantial so as to go against the basic spirit of these codes. The same required an analytical assessment of these rules with a holistic view for the purpose of offering suggestions to various State Governments for their consideration in making further amendments in the draft rules. In this background and as per the directives of the Ministry of Labour & Employment, V.V. Giri National Labour Institute, undertook this study.

Navigating the Gig Economy: An Intersectional Investigation into the Experiences and Challenges of Women in the Indian Gig Economy
NLI Research Studies Series No. 183/2025



The gig and platform economy has emerged as a transformative force in our labour market, offering new avenues of work, income diversification, and digital integration. With its potential to generate more than 61.6 million jobs by 2047, this sector stands at the centre of India's economic future. For women, the gig and platform economy appear to offer new possibilities, flexible hours, income generation close to home and a chance to balance work with family responsibilities. For many, these opportunities mark an important step towards their financial independence and greater participation in the labour market. However, the promise of flexibility and autonomy within gig work remains disputed, often constrained by structural barriers and gendered realities.

Yet, as the findings of this study reveal, the reality is far more complex. Women workers often face long hours, safety concerns and hidden pressures from rating systems that restrict very autonomy gig work claims to provide. The challenges are particularly acute for women juggling caregiving duties or for those who lack digital literacy and social protection. Their experiences remind us that flexibility without security is incomplete and autonomy without safety remains fragile. This report, based on field survey brings women's voices to the forefront by showing how sector can indeed empower women by offering higher earning potential than many traditional jobs, opening doors to skill enhancement and enabling greater decision-making within households. At the same time, it underlines the urgent need for stronger protections, gender-sensitive safety mechanisms, accessible grievance redressal and pathways to formalization.

If developed with inclusive policies and fair practices, the gig economy has the power to become a vehicle for decent and dignified work for women. This report contributes meaningfully to reimagining the future of work where women's aspirations are not just accommodated, but fully realized.

TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Certificate Course on Enforcement of OSH for Inspectorate of Factories (IF) /Directorate of Industrial Safety and Health (DISH)' (May 04-08, 2026)



The programme aimed at enhancing the understanding and capabilities of officers of IF/DISH to strengthen their knowledge about the essentials of occupational safety and health for maintaining safety and health standards. The programme was attended by 25 participants including Deputy Labour Commissioner, Assistant Labour Commissioner from Chhattisgarh, Assistant Director of Factories from NOIDA, Bijnor, Lucknow, Kanpur, Ayodhya, Gorakhpur, Andaman and Nicobar Islands, Bihar, Madhya Pradesh, Karnataka, Chhattisgarh and Odisha. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

Recent Initiatives towards Codification of Labour Laws in India (June 08-12, 2026)





The programme aimed to provide a detailed understanding of the key features of the New Labour Codes and Rules. The programme was attended by 31 participant's from State Labour Departments, Trade Unions & NGOs. **Dr.Sanjay Upadhyaya** Senior Fellow, was the Course Director.

New Labour Codes for Labour Department of West Bengal (June 11-12, 2026)



The programme aimed at enhancing the understanding on the labour reforms in India and training capabilities on the key features of four labour codes. The programme was attended by 22 participants from the Labour Department of Government of West Bengal. **Dr. Shashi Bala**, Senior Fellow, was the Course Director.

Labour Codes and Rules (June 22-24, 2026)



The programme aimed at enhancing the understanding on the labour reforms in India and enhance training capabilities on the key features of four labour codes. The programme was attended by 19 participants representing Government officials and Trade Union Leaders from Central Trade unions. **Dr. Shashi Bala**, Senior Fellow, was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Training Programme on Labour Codes (May 20-22, 2026)





The programme aimed to equip the participants with the Key Features, Broad Schemes, & Compliance Provisions of the labour codes. The programme was attended by 08 participants representing Senior Management Personnel from Public and Private Sector. **Mr P.Amitav Khuntia**, Associate Fellow was the Course Director.

New Labour Codes for Staff of Steel Authority of India Limited (June 01-03, 2026) held at Ranchi

The programme aimed to provide a detailed understanding of the key features of the New Labour Codes and Rules. The programme was attended by 42 participants representing Medium and Senior Level Management dealing with Industrial Relations and Personnel Matters. **Dr.Sanjay Upadhyaya** Senior Fellow, was the Course Director.

Leadership Development Programme for Sustainable Development (June 01-05, 2026)

The programme aimed at equipping the participants with growing urbanization; migration of poor families from rural to urban areas is resulting in increasing labour force participation of unskilled women workers. The programme was attended by 06 participants from Trade Trade Unions, Labour researchers, Officers of the Labour department from Central and State Labour

dept/, employers representatives from Public Sector Undertaking, representatives from the civil society organisations etc. **Mr. Nagesh Nitla,** Programme Officer was the Course Director.



CAPACITY BUILDING PROGRAMMES (CBP)

Capacity Building Programme on Rural Development (April 13-17, 2026)

The programme aimed at empowering rural organizers. The programme was attended by 25 participants representing trade unions, NGOs & government officials. **Dr. Shashi Bala**, Senior Fellow, was the Course Director.

Training of Trainers Programme on Social Security for Construction Workers (April 13-17, 2026)

The programme aimed to strengthen participants' understanding of the Labour Codes, focusing on their provisions, enforcement strategies, and implementation for effective compliance and governance. The programme was attended by 22 officials, including, Labour Officers and Factory Inspectors from Uttar Pradesh, Odisha, Haryana, Andaman & Nicobar Islands and Tripura. **Dr. Otojit Kshetrimayum**, Fellow, was the Course Director.



Orientation Workshop on Labour and Development (May 04-08, 2026)

The programme aimed to make the participants understand the inter-linkages between labour and sustainable development, discuss various issues and familiarise with initiatives to address the issues. The programme enhanced the capacity of the participants to contribute in their academic and professional pursuits. The programme was attended by 11 participants representing University Students and members of trade unions. **Mr. P.Amitav Khuntia**, Associate Fellow was the Course Director.



Gender and Labour Laws: National and International Perspectives (May 11-13, 2026)

The programme aimed at sensitizing the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It also enabled the participants to develop an understanding of the existing legal provisions and international labour standards for ensuring equality in the workplace. The programme also aimed to address the larger questions on the intersection of paid work and unpaid care work and the relevance of social reproduction in labour laws. The course was attended by 27 participants including Government Officials, Union Leaders from Central Trade Unions, Researchers and Civil Society representatives. **Dr. Ellina Samantroy**, Fellow was the Course Director.



Empowering the Gig and Platform Workforce: Building Awareness (May 25, 2026)

The programme was designed to empower the gig and platform workforce by building essential awareness and skills. The programme was attended by 21 participants from Platforms, Trade Union, Platform Workers and researchers. **Dr. Dhanya M.B**, Fellow was the Course Director.



Training Workshop on Capacity Building in Career Development (June 01-05, 2026)

The programme aimed at equipping the participants with challenges and opportunities in the learning process and world of work including the emergence of Fourth Industrial Revolution (4IR or Industry 4.0). It also discussed about the New Education Policy which would enable them to enhance their capacity as well guide the students for the preparedness for future of work. An exposure visit was undertaken to National Skill Training Institute for Women (NSTIW), Noida for the participants led by Course Director. The programme was attended by 07 participants representing College/ University teachers and students/scholars from universities. **Mr.P.Amitav Khuntia**, Associate Fellow was the Course Director.



Exploring Employment Opportunities in Rural Areas (June 8-10, 2026)



The programme aimed to enhance participants' understanding of rural employment dynamics in India and equip them to identify, analyse and promote viable employment and livelihood opportunities in rural areas through inclusive and context-specific approaches. The programme was attended by 32 participants representing Trade unions, Researchers and Civil society organisations. **Dr. Meghna Dasgupta** was the Coordinator.

Social Security for Unorganised Workers: Unique Practices (June 08–12, 2026)



The programme aimed to enhance understanding of social security provisions, schemes and innovative practices for unorganised workers, with a focus on occupational safety, skill development and strengthening social protection. The programme was attended by 38 participants representing Government Officials, Researchers, University Students and Central Trade Unions Leaders. **Dr.Manoj Jatav** Fellow was the Course Director.

New Labour Codes for TUCC Central Leaders (June 18-20, 2026)

The programme aimed at enhancing the understanding of the participants on the labour reforms in India. It developed the understanding of the participants on the key features of various labour codes. The programme was attended by 19 participants from TUCC. **Mr. Nagesh Nitla,** Programme Officer was the Course Director.

Gender and Labour Issues (June 22-24,2026)



The programme aimed at strengthening the understanding of participants on gender and labour issues. It acquainted the participants with the various inequalities prevalent in the labour market and also enabled them to develop an understanding about the challenges existing in the labour market. The course was attended by 26 participants representing Trade unions, Researchers and Civil Society representatives. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Managing Livelihood and Social Protection in the light of Climate Change (June 22-26, 2026)



The programme aimed at to enhance the competence of social partners and motivate them to work towards the promotion and holistic management of Livelihoods and Social Security in the light of Climate Change. The programme was attended by 21 Social Partners. **Mr. P.Amitav Khuntia** was the Course Director.

Training of Trainers Programme for Rural Educators (29 June to 03-July, 2026)



The programme aimed to develop competent, reflective, and resourceful rural educators who can effectively train, mentor, and empower learners and community members. The programme was attended by 30 participants from Central Trade Unions & Rural Organizers. **Dr. Shashi Bala**, Senior Fellow, was the Course Director.

RESEARCH METHODS PROGRAMME (RMP)

Training Programme on Research Methods in Rural Development (April 20-24, 2026)



The programme aimed at discussing the emerging labour issues for research in an interdisciplinary framework; strengthening knowledge on various methods used in labour research pertaining to rural development.The programme was attended by 23 participants representing academicians and researchers from Universities /Colleges/ Research Institutions and professionals in government and civil society organizations. **Dr. Shashi Bala**, Senior Fellow, was the Course Director.

Course on Qualitative Methods in Labour Research (June 01-05, 2026)

The programme aimed to equip researchers with the conceptual understanding and practical skills required to design, conduct and analyse qualitative research on labour and employment issues. The programme was attended by 26 participants representing Research scholars and young faculty members from different universities. **Dr. Ruma Ghosh** Senior Fellow was the Course Director.



Applied Training on Labour Force Data for Research and Policy Planning (29 June–01 July, 2026)

The programme aimed to strengthen participants' capacity to use official labour and employment databases, particularly the PLFS, for empirical research and policy planning, with practical training in data handling, STATA and statistical analysis. The programme was attended by 26 participants including Researchers, Students and Faculty Members. **Dr. Manoj Jatav** Fellow was the Course Director.



CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour (May 25-29, 2026)

The programme aimed to equip the participants with knowledge and skills for effective identification, release and immediate rehabilitation of bonded labour and child labour.The programme was attended by 13 participants from Labour Department, Vigilance Committee members, Police (Including Anti Human Trafficking Units). **Dr. Manoj Jatav** Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Gender Issues in Labour: A Behavioral Approach for North Eastern States (May 18-22, 2026)

The programme aims to address and strengthen the understanding of Gender Issues in Labour market. The programme was attended by 18 participants representing Government Officials, Trade Union Leaders and NGOs from North Eastern States. **Dr. Shashi Bala**, Senior Fellow, was the Course Director.



Gender, Work and Social Protection for North Eastern States (29 June -03 July, 2026)

The programme aimed to enlighten the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It developed the understanding of the participants about the linkages between gender, work and social protection. It also aimed at addressing larger questions of women's empowerment and agency by effectively designing the social protection mechanisms to prevent gender based deprivation and ensure social protection through a rights based approach.The programme was attended by 22 participants representing Government Officials, Leaders from Central Trade Unions and Civil Society representatives from North Eastern Region. **Dr. Ellina Samantroy**, Fellow was the Course Director.



COLLABORATIVE TRAINING PROGRAMME (CTP)

One-Day Capacity-Building Programme on Enhancing Employability through Skill Development and Career Counselling (April 01, 2026)

The programme aimed to familiarise undergraduate students with the changing world of work, emerging employment opportunities and skill requirements, while sensitising faculty members to labour market trends and career guidance. It was organised at Shyam Lal College (Evening), University of Delhi, in collaboration with VV Giri National Labour



Institute and the National Institute for Career Service, Ministry of Labour and Employment. The programme was attended by 110 participants. **Dr.Manoj Jatav** Fellow was the Course Director.

Collaborative Programme with Kamala Nehru College (Delhi University) on Understanding Society through Research: Tools for Labour and Development (June 22-24, 2026)

The programme aimed to introduce the participants about the fundamentals of social research and equip them with basic conceptual and practical tools to understand labour, work, and development issues through a research lens. The programme was attended by 24 participants representing Undergraduate and master level students. **Dr. Meghna Dasgupta** (VVGNLI) and **Dr Shivani Datta** (KNC) were the Course Co-ordinators.



INHOUSE TRAINING PROGRAMME

Training Programme on Soft Skills (April 6-10, 2026)

The programme aimed to enhance the soft skills, interpersonal effectiveness, communication abilities, leadership capabilities, and professional competencies of DGMS officials for improved workplace performance. The programme was attended by 31 participants representing DGMS Officials. **Dr. Puja Pal** Associate Fellow, was the coordinator.



Training Programme on Labour Laws (For IDES Officer Trainees) (April 06-10, 2026)

The aim of the programme was to acquaint the participants with the new labour codes and compliance provisions. The programme was attended by 06 participants representing Officer Trainees from National Institute of Defence Estates Management. **Mr. P.Amitav Khuntia**, Associate Fellow was the Course Director.

Training Programme on New Labour Codes for State Bank of India, Indore (April 09-10, 2026)

The programme aimed at providing an overview of the new labour codes and also the relevance of the codes for the banking sector. The programme was attended by 61 participants representing officers from SBI. **Dr.Ellina Samantroy**,Fellow was the Course Director.



Induction Training Programme for Assistant Labour Officers from Government of Odisha (April 27-May 01, 2026)

The programme aimed at strengthening the understanding of participants on labour codes, enforcement of the codes and leadership and organisation development. The Programme was attended by 34 participants representing Assistant Labour Officers of Govt of Odisha. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



Induction Training for Assistant Labour Officers from Government of Odisha (27 April – 01 May, 2026)

The programme aimed at strengthening the understanding of participants on labour and employment issues. It oriented the participants on labour codes, conciliation techniques, leadership and organisation development and role of quasi-judicial authorities. The programme was attended by 54 participants representing Assistant Labour Officers of Govt of Odisha. **Dr. Ellina Samantroy**,Fellow was the Course Director.



Level-A Training Programme for Newly Promoted Deputy Directors of ESIC (May 11–15, 2026)

The programme aimed to strengthen the knowledge and administrative capacities of newly promoted Deputy Directors of ESIC in areas including service rules, recruitment and promotion, litigation management, medical administration, social security legislation, pension, audit, procurement and financial management. The programme was attended by 23 participants from the ESIC. **Dr. Manoj Jatav** Fellow was the Course Director.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Senior Fellow

- Organised a Talk on 'Monitoring Labour Welfare Programmes through Dashboard - Understanding Samadhan and Shram Suvidha Portal' as a part of Mission Karmayogi Sadhana Saptah on April 07, 2026 at VVGNLI, NOIDA.
- Chaired a Session in the International Conference on 'Changing Paradigm of Labour and Industrial Laws' on April 24, 2026 organized by Centre for Labour Studies and Research (CLSR), School of Law, Bennett University in collaboration with V.V. Giri National Labour Institute at Bennett University, Greater NOIDA
- Panelist in the Session on 'Linking the Missing Middle: Social Security for Informal and Platform Workers' in the Joint Conference on Pensions (JCP) in collaboration with the Institute of Actuaries of India (IAI) and the Asian Development Bank (ADB) on Sustainable Pension Systems – A Socio Economic Imperative to Viksit Bharat on June 30, 2026 organized by Pension Fund Regulatory and Development Authority (PFRDA), IAI and ADB, India International Centre, New Delhi.

Dr. Ellina Samantroy, Fellow



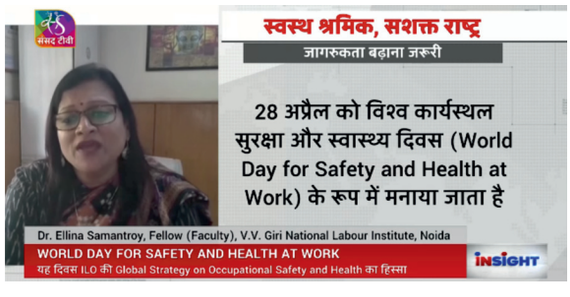


- Speaker at a workshop on 'Women and Future of Work in India' on April 01, 2026 at Bennett University, Greater Noida, India.
- Panelist in a panel titled 'Deconstructing the Care Economy: Measurement, Gendered Outcomes, and Macroeconomic Policy' at the International Labour Process Conference, held during April 22-24, 2026 at University of Leeds, United Kingdom.





- Panelist in a TV programme on 'World Day for Safety and Health at Work' on April 28, 2026 in Sansad TV.
- Expert in a National Consultation to review the Policies/laws related to Child Care on May 05, 2026 organised by National Commission for Women, New Delhi.
- Panelist in an Online panel discussion on 'New Labour Codes: Implementation Challenges' held on May 17,2026 organised by Rajiv Gandhi School of Intellectual Property Law Indian Institute of Technology Kharagpur.



- Attended the Training of Trainers (TOT) Programme on Maternity Protection during May 18-22, 2026, organized by the International Labour Organization with the support from the Government of Japan and Certified as National Trainer in the programme.





- Presented on 'OSH Code and Migrant Workers at the CII Stakeholder Consultation on Migrant Workforce on May 19, 2026 organised by CII at Ministry of Labour & Employment New Delhi.
- Expert in an online EY-ADB Civil Society Advisory Council meeting on ADB Action Lab on 'Gender Equality and Inclusion' on May 26, 2026 organized by ADB, New Delhi.
- Attended an online meeting on 'Social Protection Capacity Development' organised by UNICEF on June 01, 2026.
- Delivered a Keynote Address on 'Social Protection, Welfare, and Portability of Rights' on June 05, 2026 at the 5th International Labour & Employment Conference at Goa Institute of Management, Goa.



- Prepared a Policy Brief on 'Implementation and Impact of Labour Laws on Women Workforce' on June 6, 2026 for the Committee on Empowerment of Women (2026-2027), Lok Sabha Secretariat, New Delhi.
- Attended an online meeting with ILO New Delhi on June 08, 2026 to discuss collaboration Opportunities on Capacity Building Training on Maternity Protection.
- Speaker in a session Livelihoods and Urban Resilience on June 13, 2026 at Golden Jubilee Celebration of the Institution of Urban Affairs organised by Ministry of Housing and Urban Affairs at Vigyan Bhawan, New Delhi.



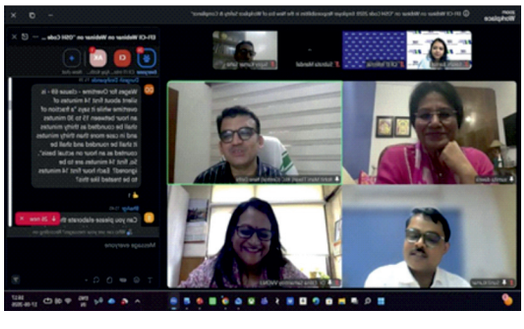


- Panelist in a panel discussion on "Latest OSH code Updates: Key Highlights, Implementation Challenges, Emergency Preparedness & The Way Forward" in the UFSEC -5th Edition conference on June 11, 2026 organised by PHD chambers of commerce.





- Panelist in a panel discussion on CII–EFI Knowledge Sharing Series on 'OSH Code, 2020: Employer Responsibilities in the New Era of Workplace Safety, Health and Compliance' on June 17, 2026 organised by CII New Delhi.



Dr. Dhanya M.B, Fellow

- Panel speaker for the session on 'Navigating Innovation and Governance in the Platform Economy' held on April 15, 2026, jointly organised by the Dialogue and Indian Council for Research on International Economic Relations (ICRIER), New Delhi.
- Attended the brainstorming workshop on 'AI, Innovative Technologies and the Future of Work' held on April 17, 2026, organised by VVGNLI in collaboration with the ILO International Training Centre (ILO-ITC), Turin.

- Delivered a lecture on 'Technology, Labour and Women' on April 21, 2026 as part of the Two-Week Research Methodology Programme in Social Sciences for Research Scholars, organized by the Centre for Informal Sector and Labour Studies (CISLS), School of Social Sciences, Jawaharlal Nehru University, Delhi.
- Delivered a lecture titled "AI and the Changing World of Work and Its Impact on the Indian Labour Market" on April 22, 2026, organized by the School of Liberal Studies, Dr. B.R. Ambedkar University Delhi.
- Viva expert on 'Future-Proofing India's Workforce: AI-Driven Labour Market Intelligence for Aligning Skill Development with Industry 4.0 and Industry 5.0 Policy Framework' on April 22, 2026, as part of the ten-month Advanced Professional Programme in Public Administration (APPPA) for senior civil servants, sponsored by the Department of Personnel and Training (DoPT), Government of India, and organised by the Indian Institute of Public Administration (IIPA), New Delhi.
- Delivered two lectures on 'Technology as an Enabler: Role of AI' and 'Effective Usage of AI in Daily Work Processes' on April 28, 2026 as part of the Capacity Building Programme for State Employment Service Officers at the National Institute for Career Service (NICS), Ministry of Labour & Employment, Sector 62, Noida.
- Attended the 'SKILLS Bridge' Master Class Series webinar titled 'Harnessing Private Sector Power to Build the Workforce of Tomorrow: Driving Productivity, Decent Work and Social Justice through Skills' on May 27, 2026, organised by the International Labour Organization (ILO) and the World Bank.
- Attended a meeting with the Jaipuria Institute team on May 28, 2026 to discuss future collaborative research and training programmes.
- Panel Speaker at the Stakeholders' Consultation on 'Opportunities and Challenges for Platform Workers in India' on May 29, 2026, jointly organised by the Federation of Indian Chambers of Commerce and Industry (FICCI) and the International Labour Organization (ILO) at FICCI Federation House, New Delhi.
- Expert discussant on 'Building a Future-Ready Workforce: Skilling for India's Clean Energy Transition' at the launch of the report Driving the Energy Transition: Workforce, Skills, and Gender in India's Renewable Energy Sector, held on June 03, 2026 at the Auditorium, Atal Akshaya Urja Bhawan, Ministry of New and Renewable Energy, New Delhi.
- Panel speaker at the Roundtable on 'Right to Repair (RTR): An Agenda for Consumer Welfare, Climate Action, and Employment', held on June 23, 2026, organized by the New Indian Consumer Initiative (NICI) in collaboration with the Federation of Indian Micro and Small & Medium Enterprises (FISME) and Friedrich-Ebert-Stiftung (FES), at Ambassador Hotel, New Delhi.
- Expert at the Roundtable on 'Future of Development Cooperation: Coalition India Consultation', held on June 01, 2026, co-hosted by the Indian Council for Research on International Economic Relations (ICRIER), the African Center for Economic Transformation (ACET), and the Center for Global Development (CGD), at Taj Ambassador, New Delhi.
- Delivered a lecture on 'Gig Workers in India: Legal Protection, Social Security, and Human Rights' on June 10, 2026 as part of the Summer Internship Programme of the National Human Rights Commission (NHRC), New Delhi.
- Delivered two lectures on 'AI Impact on the Labour Market' and 'Technology as an Enabler: The Role of AI' on June 17, 2026 during the on-campus Capacity Building Programme for State Employment Service Officers at the National Institute for Career Service (NICS), Noida.
- Panel speaker on 'Adolescents in Uttar Pradesh: Skilling, Policy Initiatives, and Challenges' on June 12, 2026 at the consultation titled "Reimagining Child Labour and the Last Mile Solutions with Focus on Adolescent Labour (Special Focus on Uttar Pradesh)", organized by the Government of Uttar Pradesh at Indira Gandhi Pratishthan, Gomti Nagar, Lucknow.

Dr. Otojit Kshetrimayum, Fellow

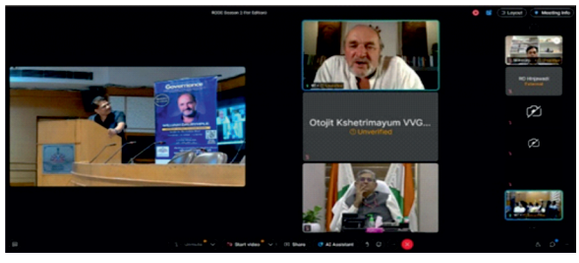
- Conducted a session on 'Global Policy Frameworks and Practices to Address Challenges Faced by Women" in the Two-Week Training Programme for Overseas Professionals on 'Leadership Skills for Women' with 21 delegates from 14 countries on April 01, 2026 at the Human Settlement Management Institute (the Research & Training Wing of Housing & Urban Development Corporation).



- Delivered a lecture on 'Cultural Stereotypes and the Lived Experiences of Northeastern and Himalayan Students on University Campuses' in the Workshop on 'North East Cultural Stereotypes and Lived Experiences', on April 13, 2026 organised by Sri Aurobindo College, University of Delhi.



- Attended the talk on 'The Golden Road' by the renowned author & historian William Dalrymple at Season 2 of Reimagining Governance Discourse for Excellence on April 22, 2026 hosted by EPFO (Employees Provident Fund Organisation) and led by Pandit Deendayal Upadhyaya National Academy of Social Security



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Participated in the CBC – Advanced Faculty Development Programme organised by the Indian School of Business (ISB) from May 4-8, 2026 at the Indian School of Business (ISB), Hyderabad Campus, Telangana.



- Delivered the guest session on an 'Overview of Labour Codes' for the MBA Part-Time (2025-28) Batch Students on May 16, 2026 at the Indian Institute of Foreign Trade, New Delhi.



- Delivered sessions on 'Social Security in Indian Knowledge Tradition and Evolution of Social Security in India; Background of Labour Law Reforms' and 'Why Labour Law Codification was Undertaken? Objective of Codification; Policy Vision behind the Social Security Code; Relevance of the Code on Social Security, 2020 for EPFO' in the Training Programme on 'Social Security in Indian Knowledge Tradition, Labour Law Reforms, and the Code on Social Security, 2020' on May 19, 2026 organised by PDUNASS, EPFO.



- Delivered a plenary lecture (online) on 'Folktales of Manipur and Environmental Sustainability: Indigenous Ecological Wisdom in Oral Tradition' in the Three-Day Multidisciplinary National Seminar on 'Environmental Sustainability and Traditional Knowledge System in North-East India: Practice, Challenges and Prospects', on May 29, 2026 organised by the Eco-Chapter, Khongnangthaba University, in collaboration with the Directorate of Environment and Climate Change, Government of Manipur.



- Conducted a One-Day Workshop on 'Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways' on June 08, 2026 organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the Department of Economics, Dhanamanjuri University, Imphal, Manipur at Imphal.



- Conducted a One-Day Workshop on 'Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways' June 09, 2026 organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the DDU-KAUSHAL Kendra, Dhanamanjuri Community College, Imphal, Manipur.

- Conducted a One-Day Workshop on 'Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways' on June 10, 2026 organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the Department of Management, Khongnangthaba University, Manipur at Imphal.
- Conducted a One-Day Workshop on 'Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways' June 11, 2026 organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the National Institute of Electronics & Information Technology (NIELIT), Imphal, Manipur at Imphal.
- Conducted a One-Day Workshop on 'Building Future-Ready Youth in Manipur: Mapping Skills, Employment & Entrepreneurship Pathways' June 12, 2026 organised by the Centre for North East India, V.V. Giri National Labour Institute (VVGNLI), Noida in collaboration with the Department of Vocational Studies & Skill Development, Manipur University at Imphal,Manipur.

Dr. Puja Pal, Associate Fellow

- Invited to deliver an online Guest Lecture on 'India after Surpassing China's Population: Labour Market Prospects and Challenges' on April 28, 2026, organised by O.P. Jindal Global University.
- Invited as 'External Examiner' for the Dissertation Track of the Fourth Year Undergraduate Programme Students on May 05, 2026 by Department of Economic, Janki Devi Memorial College, University of Delhi.

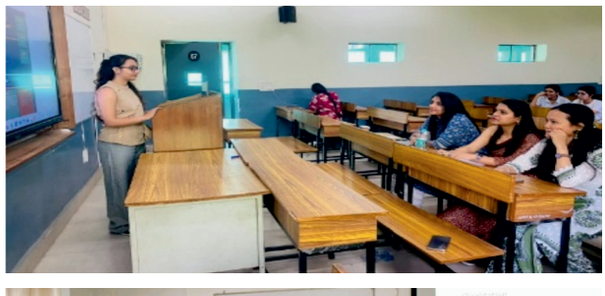
Shri P. Amitav Khuntia, Associate Fellow

- Delivered a lecture on Case Study Method on April 24, 2026 in the ICSSR sponsored Ten Days Research Methodology Course organised by the Centre for Informal Sector and Labour Studies,School of Social Sciences, JNU.
- Session on 'Skill Development for Employability & Career Development :Role of NSTIW' on June 03,2026 at National Skill Training Institute for Women (NSTIW), Noida.
- Attended the Event of distribution of incentives to beneficiaries under the Pradhan Mantri Viksit Bharat Rozgar Yojna (PM-VBRY) on June 19,2026 at Vigyan Bhawan, New Delhi















वी. वी. गिरि राष्ट्रीय श्रम संस्थान द्वारा राजभाषा समारोह का आयोजन

वी वी गिरि राष्ट्रीय श्रम संस्थान राजभाषा नीति का समुचित अनुपालन सुनिश्चित करने के अतिरिक्त राजभाषा विभाग द्वारा निर्धारित प्रोत्साहन योजनाओं को भी प्रभावी ढंग से कार्यान्वित कर रहा है। संस्थान के स्टाफ सदस्यों को राजभाषा नीति तथा उसके और भी बेहतर कार्यान्वयन के प्रति उन्मुख करने के उद्देश्य से संस्थान द्वारा शुक्रवार, 29 मई 2026 को राजभाषा समारोह का आयोजन किया गया। महानिदेशक महोदय की अनुपस्थिति में, जो श्रम एवं रोजगार मंत्रालय की एक ऑनलाइन बैठक में प्रतिभाग कर रहे थे, राजभाषा समारोह का उद्घाटन डॉ. संजय उपाध्याय, सीनियर फेलो ने किया। राजभाषा समारोह के अवसर पर श्रम एवं रोजगार मंत्रालय की हिंदी सलाहकार समिति के विशेष रूप से आमंत्रित माननीय सदस्यों श्री पी. एल. कोठारी एवं डॉ. वी. के. अग्रवाल का औपचारिक स्वागत करने के बाद डॉ. उपाध्याय ने सभागार में उपस्थित अतिथियों एवं स्टाफ सदस्यों को संस्थान में राजभाषा नीति के कार्यान्वयन से संबंधित गतिविधियों एवं उपलब्धियों से अवगत कराया। तत्पश्चात, श्री बी. एस. रावत, वरिष्ठ अनुवाद अधिकारी ने अतिथि वक्ताओं का संक्षिप्त परिचय दिया।



मुख्य व्याख्यान श्री पी. एल. कोठारी द्वारा दिया गया। राजभाषा हिन्दी के महत्व पर ज़ोर देते हुए उन्होंने कहा – 'भारत में अनेक भाषाएँ बोली जाती हैं, लेकिन हिन्दी एक ऐसी भाषा है जिसे अधिकांश लोग समझते हैं। हिन्दी देश के विभिन्न राज्यों के लोगों के बीच संवाद का माध्यम बनती है। यह राष्ट्रीय एकता और अखंडता को मजबूत करती है। राजभाषा हिन्दी के प्रयोग से सरकारी योजनाओं, नियमों और नीतियों को आम जनता तक सरलता से पहुंचाया जा सकता है और जब प्रशासन जनता की भाषा में कार्य करता है, तब लोगों की भागीदारी और विश्वास दोनों बढ़ते हैं।' डॉ. वी. के. अग्रवाल ने एक विशेष व्याख्यान दिया, जिसमें उन्होंने अपने अनुभवों से जुड़े किस्से साझा करते हुए कर्मचारियों को अपना अधिकाधिक कार्य राजभाषा हिंदी में करने के लिए प्रेरित किया। उन्होंने कहा – 'हिन्दी में कार्य करते समय इस बात की जानकारी होना बहुत महत्वपूर्ण है कि कोई शब्द किस संदर्भ में प्रयोग किया जा रहा है। अगर कहीं पर किसी शब्द विशेष के अनुवाद से संबंधित कोई समस्या आती है तो आप उसका लिप्यंतरण कर सकते है। ध्यान यह रहे कि उसे देवनागरी लिपि में सही से लिखा जाए।'

अतिथि वक्ताओं के व्याख्यानों के बाद सरकारी कामकाज को मूल रूप से हिन्दी में करने हेतु संस्थान में लागू प्रोत्साहन योजना वर्ष 2025–26 के विजेता प्रतिभागियों को मंचासीन अतिथियों द्वारा पुरस्कृत किया गया। विजेता प्रतिभागियों के नाम इस प्रकार हैंरू प्रथम पुरस्कार (रु. 5000/– प्रत्येक) – श्रीमती मंजू एवं श्री दीपक मोर, द्वितीय पुरस्कार (रु. 3000/– प्रत्येक) – श्री नरेश कुमार, श्री नितिन कुमार एवं श्रीमती गीता अरोड़ा, तृतीय पुरस्कार (रु. 2000/– प्रत्येक) – श्री राजेश कुमार कर्ण, श्री दिगम्बर सिंह बिष्ट, श्री सुधीर कुमार, श्री सतीश कुमार एवं श्री



सौरभ कुमार सिंह। इसके साथ ही, श्री कृष्ण कुमार, श्री बलजीत सिंह, श्रीमती राजेश्वरी एवं श्री आकाश कुमार को प्रोत्साहन पुरस्कार से सम्मानित किया गया।

श्रम एवं रोजगार मंत्रालय की ऑनलाइन बैठक सम्पन्न होने पर महानिदेशक राजभाषा समारोह में पहुंचे और उन्होंने मंचासीन अतिथियों एवं संकाय सदस्यों के साथ मिलकर संस्थान की राजभाषा पत्रिका 'श्रम संगम' के 22 वें अंक का लोकार्पण किया।

अपने अध्यक्षीय संबोधन में उन्होंने संस्थान में राजभाषा नीति के सुचारु कार्यान्वयन और राजभाषा नियम एवं अधिनियम के समुचित अनुपालन पर प्रसन्नता व्यक्त की तथा स्टाफ सदस्यों से यथासंभव अधिक से अधिक कार्य हिंदी में करने का आग्रह किया। अंत में, श्री बी. एस. रावत, वरिष्ठ अनुवाद अधिकारी द्वारा राजभाषा समारोह में राजभाषा नीति के उद्देश्यों के प्रति स्टाफ सदस्यों को उन्मुख करने पर महानिदेशक एवं अतिथि वक्ताओं के प्रति आभार व्यक्त किया गया और फिर सभागार में उपस्थित सभी लोगों के प्रति धन्यवाद ज्ञापित किया गया।

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