

Dr. Shashi Bala
Fellow
M. Phil., Ph.D. (Economics)



Dr. Shashi Bala, Fellow, V.V. Giri National Labour Institute was awarded Ph.D from the Centre of Study for Diplomacy, International law and Economics/School of International Studies/Jawaharlal Nehru University, New Delhi. *She is coordinating the activities of the Centre for Gender & Labour Studies and the Centre for Agrarian Relations and Rural Labour Studies at the Institute.*

She has been trained on various themes like *Gender Budgeting* by Ministry of Women and Child Development, New Delhi; *National Service Scheme (NSS)* by University of Delhi; *Gender Sensitivity & Prevention and Redressal of Sexual Harassment of Women at Workplace* by Integrated Training & Policy Research; *Mainstreaming Gender Equality: Concepts and Instruments*; and *Leadership for Employment Promotion in fragile settings* by ILO/ITC Turin, Italy. She is the *Founder Convener of Sexual Harassment Committee* at the Institute. Her research areas majorly focus on Labour Economics; Skill Development; Social Security; Gender Budgeting; Gender Issues; & Behavioral Skills.

As a researcher research projects coordinated by her Nationally and Internationally are: Skill Development System: Micro Level Evidence; Vocational Training for Rehabilitation of labour: A Case Study of NCLP School and MAYA; Changing Pattern of Rural Non-Farm Employment; Gender Issues in Korean Labour Market; Working Women in Urban India: Concerns and Challenge; Employment Process of Migrant Domestic Help: A Case of Metro Cities in India; Migration of Tribal Female Domestic Help in Delhi; Labour Market Participation of Working Women Post Maternity: A Case of Private Sectors; Implementation of Maternity Benefit Act; Training Module on Gender & Social Security for Corporate Sector; Training Module on Gender & Social Security for Unorganised Sector; Gender Dimensions of Work and Employment: A Case of Sexual Harassment; Gaps in Education & the World of Work: A Gender Perspective; Gender Parity in Education and Employment: A Global Perspective; Training of Trainers Module on Prevention of Sexual Harassment of Women at Workplace; ICT Imperatives to Bridge the Digital Divide: Gender Perspective; Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT & ITES; The Equal Remuneration Act, 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act; and Rural Industrialization and Options for Self Employment in Rural Areas. She has been the *Visiting Researcher 2008 at Korean Labour Institute, Seoul, South Korea*, where she conducted a study on Gender Issues in Korean Labour Market.

In addition to her contribution towards the research activities, she also coordinates various training programmes. As a trainer, she coordinates training programmes on various *themes with specific focus on Gender and behavioral skills* like Effective Enforcement of Laws Pertaining to Women Employees for Labour Enforcements Officers from Central and State Governments/UTs; Gender Responsive Budgeting for Centre and State Labour Enforcement Officials; Gender, Poverty and Employment for Policy makers, Government representatives, Representatives of Workers' and Employers' organizations, Civil Society representatives; Empowering Rural Women Organisers for Rural Women labour leaders sponsored by Central Trade Unions; Developing Skill Development

Strategies for Women Workers in the Informal Economy for Skill Development Institutions, NGOs and Trade Unions Representatives from Central Trade Union Organisations; Women Welfare Issues at Workplace for Corporate Sector; Training of Trainers Programme on Gender and Social Security for Employers, Trade Union Activists, NGOs, Labour Enforcement Officers; Gender and Social Security for Corporate Sector; Training of Trainers Programme for Enhancing Capacity of the Officials Handling Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; Gender Issues in Labour for Trade Union Leaders sponsored by Central Trade Unions and NGO's Representing North-Eastern States; Training Programme on Quantitative & Qualitative Methods in Labour Research: A Gender Perspective for Research Scholars/academicians working on labour issues; labour issues and policies in India with MGLI, Ahmedabad; Mainstreaming Gender Equality for Officials working on Gender Issues with Jamia Millia Islamia University, New Delhi, Research Methodology Course on "Inclusion of Labour in Rural India" with Gandhigram Rural Institute, Tamil Nadu and Management Development Programme on Enhancing Productivity through Improving Work Culture and Gender Equity with Indian Institute of Management, Lucknow e.t.c.

She also *coordinates International Training Programme on Gender Issues in the World of Work* for officials from Government Departments, Institutions, Representatives from Employee/Employers' organizations, Executives from Industrial and service sector/ NGOs etc. for foreign nationals sponsored by Ministry of External Affairs, Govt. of India. In the past she co-coordinated the training programme on themes like *International Training Programme on Labour and Employment; Course on Research Methods in Labour Economics* jointly with Dr. S.K. Sasikumar, Senior Faculty at the Institute & *International Training Programme on Enhancing Leadership Skills* jointly with Dr. Poonam S. Chauhan, former Senior Faculty at the Institute. She also coordinates training on *Behavioral Skills for Managing Work Effectively for RBI Personnel, Managing Time, Anger and Stress for Improving Work Efficiency, Managing Work Effectively: A Behavioral Approach, Improving Work Efficiency for Canara Bank Officials, National Fertilizers Ltd. Officials, Oil India Ltd. Officials, etc.*

She is an *external member of various Internal Complaint Committees* constituted for Preventing Sexual Harassment at Workplace by BPCL, GAIL, EPFO, Pandit Deendayal Upadhyaya National Academy of Social Security etc.

She has presented several papers in National and International Seminars/Workshops organized by International Training Centre, Turin; International Management Institute (IMI); International Labour Organization (ILO); Korea Labour Institute, Seoul, South Korea; Ministry of Labour and Employment and ILO, in Collaboration with Korea University of Technology and Education; Annual Conference of India Society of Labour Economics; V.V. Giri National Labour Institute; National Institute of Public Cooperation and Child Development (NIPCCD); Indian Institute of Public Administration (IIPA); Indian Institute of Technology (IIT), Roorkee, Ministry of Women and Child Development etc., She has a number of national and International research publications in reputed journals, books and research studies. She is a life member of Indian Society of Labour Economics & Indian Political Economy Association (IPEA). She has been a member of Grant-in-Aid Committee on Women Labour, Ministry of Labour & Employment, Government of India. She is also a member of the *Task Force on Gender Equality in the World of Work*, Ministry of Labour & Employment, Government of India.