



इन्द्रधनुष

INDRADHANUSH

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

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Editorial Board

Editor-In-Chief

Dr. H. Srinivas,
Director General,
VVGNI

Editor

Dr. Ruma Ghosh,
Fellow,
VVGNI

Associate Editor

Dr. Ellina Samantroy,
Fellow,
VVGNI

FROM THE DIRECTOR GENERAL'S DESK

Recent Developments in Measuring Employment and Unemployment Situation (EUS)

Enterprise or establishment surveys estimate only the employment situation with very limited coverage and therefore, fail providing reliable estimates on EUS in India. Contrarily, the household level surveys cover all the individuals within the survey households so that not only the employment but also the unemployment situation could be assessed. These surveys also allow us to study the informality in employment. Household level surveys are primarily conducted by Central Statistical Office (CSO) and the National Sample Survey Office (NSSO) of the Ministry of Statistics and Programme Implementation (MOSPI), the Labour Bureau of the Ministry of Labour and Employment (MoLE), and the Registrar General and Census Commissioner of India under the Ministry of Home Affairs (MoHA). The largest survey is the Population Census conducted by MoHA in each ten years of interval covering all households and individuals in the country. However, the census provides limited information on EUS and therefore, is primarily used for measuring only labourforce and, to some extent, workforce in a decade long time span.

To overcome these challenges, periodic sample surveys are conducted by the NSSO and the Labour Bureau. Quinquennial surveys by NSSO are considered among the most comprehensive one providing EUS statistics in India. From 1972-73 to 2011-12, eight quinquennial surveys have been conducted. The EUS surveys are carried out over an entire year to account for seasonal variation in employment. Adding to it, the government realized the need for a continuous annual estimation of EUS during the Great Recession, the period when a general economic decline was observed in world markets during the year 2008-09. Since then, the Labour Bureau has been entrusted the task of conducting Annual Employment-Unemployment Survey in the country. After the first survey in 2010, the Bureau has conducted four subsequent surveys which are more comprehensive in terms of coverage as well as parameter estimates. However, recently, it is widely discussed among the policy makers that both the data sets also have some limitations – first, very low frequency of NSSO surveys and the time lag between data collection and availability of results; Second, Annual Surveys of Labour Bureau are need based surveys, therefore, the data collection takes place during part of the year, instead of being spread out over the entire year, like NSSO does in its rounds; third, the Annual Surveys report data only for the population aged 15 and above, which does not allow it to be compared with NSSO data; and fourth, both the surveys lack in providing relevant data on government sponsored programmes and schemes.

In light of these issues, the NITI Aayog, in coordination with MoLE, has come up with major restructuring of the existing system of estimating EUS through sample surveys in order to provide more reliable, timely, and relevant data. Task force formed by the NITI Aayog on improving the data has recommended replacing the old surveys (Quinquennial rounds and Labour Bureau surveys) with new Periodic Labour Force Surveys (PLFS) that will provide annual estimates to understand the labour market dynamics on an annual basis. The survey will also generate the estimates for urban areas on a quarterly basis. Household in urban areas will be visited four times, constituting a rolling panel for 3 quarters. In this respect, the NSSO has already initiated piloting of the proposed PLFS all across the country.



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SPECIAL EVENTS

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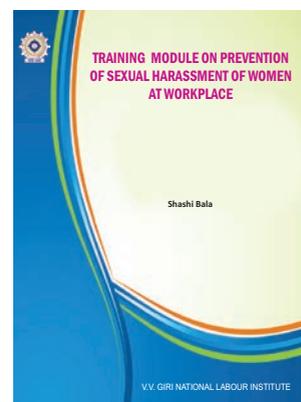
वी. वी. गिरि राष्ट्रीय श्रम संस्थान के 44वें स्थापना दिवस समारोह का आयोजन 02 जुलाई 2018 को बड़े हर्षोल्लास के साथ किया गया। आयोजन समिति की अध्यक्ष डॉ. पूनम एस. चौहान, वरिष्ठ फेलो ने संस्थान के महानिदेशक डॉ. एच. श्रीनिवास सहित उपस्थित सभी संकाय सदस्यों, अधिकारियों एवं स्टाफ का समारोह में स्वागत करते हुए महानिदेशक से जनसमूह को संबोधित करने का आग्रह किया। महानिदेशक ने सभी को अपनी शुभकामनाएँ पेश करते हुए संस्थान की विकास यात्रा के बारे में अपने विचार रखे। उन्होंने कहा कि संस्थान अपनी क्षमता एवं अवसरचर्चा के मामले में पहले से काफी ज्यादा परिपक्व एवं विकसित हुआ है तथा हमें स्पष्ट लक्ष्य तय करते हुए इसे अंतर्राष्ट्रीय स्तर पर मान्यता-प्राप्त संस्थान के रूप में विकसित करने का प्रयास करना चाहिए। तत्पश्चात समारोह के सुचारु आयोजन के लिए डॉ. पूनम एस. चौहान ने श्री अमिताभ खुट्टिआ, एसोसिएट फेलो से मंच संचालन करने का आग्रह किया। श्री अमिताभ खुट्टिआ ने बहुत ही आकर्षक तरीके से सभी कार्यक्रमों के साथ-साथ उनमें प्रतिभागिता करने वाले के बारे में बताया। इस समारोह को राष्ट्रीय स्वरूप देते हुए इसमें स्टाफ को अपनी मातृभाषा में अपनी प्रस्तुति देने की स्वतंत्रता दी गई थी। कार्यक्रम की शुरुआत स्वागतम वृंदगान 'मन की वीणा से गुंजित ध्वनि मंगलम' से की गई तथा इसका समापन समूह गान के साथ हुआ। इनके अलावा कर्नाटकी संगीत, भोजपुरी संगीत, ओड़िया, मणिपुरी, गढ़वाली, कुमाऊँनी एवं हिंदी गानों, कविता पाठ के अलावा दो हास्य-नाटिकाओं एवं 'महिला सशक्तिकरण' पर एक लघु नाटक का मंचन किया गया। संस्थान के लगभग एक-तिहाई स्टाफ ने विभिन्न कार्यक्रमों में भाग लेकर समारोह के सफल आयोजन में अपनी महत्वपूर्ण भूमिका निभाई। महानिदेशक ने समारोह के शानदार मंचन पर अपनी प्रसन्नता व्यक्त करते हुए सभी प्रतिभागियों को बधाई दी तथा सभी से इसी उत्साह के साथ आगे भी कार्य करने का अनुरोध किया। इस कार्यक्रम का समन्वय डॉ. एलीना सामंतराय, फेलो एवं श्री बीरेन्द्र सिंह रावत, वरिष्ठ हिंदी अनुवादक द्वारा किया गया। धन्यवाद प्रस्ताव पेश करते हुए डॉ. एलीना सामंतराय ने संस्थान के महानिदेशक, प्रतिभागियों एवं समारोह में उपस्थित सभी लोगों का आभार व्यक्त किया।



PUBLICATION

Training Module on Prevention of Sexual Harassment of Women at Workplace

Sexual Harassment reduces the quality of working life, jeopardizes the well-being of women, undermines gender equality and imposes costs on firms and organizations. Over the last decade, there has been a growing awareness of the existence and extent of sexual harassment in the workplace. Governments, employers' and workers' organizations have introduced a range of laws, policies and procedures aimed at preventing and combating it. In 2013 the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was brought into force by the Ministry of Women and Child. Despite these efforts, the benefits of these laws do not, often, percolate down to the beneficiaries due to lack of awareness. Therefore, there is a need to develop a training manual which should include comprehensive information on different aspects of sexual harassment policies. The present module is designed keeping in view the concept of Sexual Harassment, Global and National Level Initiatives to Prevent Sexual Harassment, Effective Working of Internal Complaints Committees/Local Complaints Committees, Creating Sustainable Inclusive Environment in the World of Work along with good practices from Indian scenario. Entire module has been developed to assist facilitators to introduce and explore gender issues and sexual harassment at the workplace.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Laws Relating to Equality and Empowerment of Women (July 02-06, 2018)

The objectives of the programme were: (i) discuss gender issues in labour; (ii) develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women workers; (iii) develop strategies for effective

enforcement of laws related to women workers e.g. Equal Remuneration Act, Maternity Benefit Act, Workmen Compensation Act etc., The training programme was attended by nineteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Towards Generating Quality Employment: Challenges and Options (August 20-23, 2018)

The specific objectives of the programme were: (i) examine the linkages between employment, economic growth and development; (ii) analyse emerging trends in employment; (iii) share good practices on quality employment generation; (iv) discuss strategies to evolve quality employment as a catalyst for achieving the national goal sustainable and inclusive growth. The programme was attended by sixteen practitioners from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

Labour Laws on Social Security and Welfare for Social Security Officers of ESIC (August 27-31, 2018)

This training programme aims at equipping the Social Security Officers of ESIC with an understanding of international standards and existing legal instruments in the area of social security and welfare as well as create an awareness on recent amendments and judgements. The specific objectives of the programme were: (i) provide an overview of international standards in the area of safety, health and welfare; (ii) develop insight on the existing legal instruments on safety and health of workers in the Indian context; (iii) share experiences and understand strategies for effective implementation of ESIC Act. The programme was attended by twenty nine ESIC Social Security Officers from six Northern states of India. **Dr. Ruma Ghosh**, Fellow coordinated the training.

INDUSTRIALRELATIONS PROGRAMME (IRP)

Managing Work Effectively: A Behavioural Approach (July 23-25, 2018)

The above programme was designed to enhance personal and collective skills needed for effective leadership by way of experiential learning for individual and group leadership. The main objectives of the programme were: (i) enhance effective leadership skills; (ii) manage stress; (iii) sharpen positive attitude; (iv) acquaint with concept of emotional intelligence; and (v) strengthen consensus building. The training programme was attended by eighteen participants. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. Shashi Bala**, Fellow coordinated the programme.

Fundamentals of Labour Laws (August 27-29, 2018)

The programme aimed at equipping the representative of management and trade unions with the context of various labour legislations and the recent labour jurisprudence. The key objectives of the programme were: (i) provide an understanding of the constitutional framework of labour law; (ii) helping the participants to acquire the knowledge of the key contents of laws pertaining to industrial relations, social security, wages and contract labour etc. The programme was attended by thirty four participants representing trade unions and management from various government, public sector and private sector organisations. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director of the programme.

CAPACITY BUILDING PROGRAMMES (CBP)

Gender Responsive Budgeting (July 16-20, 2018)

The objectives of the programme were: (i) discuss gender issues in labour; (ii) identify gender budgeting initiatives of government of India; (iii) discuss concepts, tools and methods of gender budgeting; (iv) discuss the importance of gender budgeting and women empowerment. The training programme was attended by thirty six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Enhancing Competence of Youth Employability Skills (July 16-20, 2018)

The training programme was organised for the Masters students from universities, colleges and research institutions. The objectives of the programme were: (i) develop employability skills; (ii) enhance personality, leadership and communication skills; (iii) understand the world of work. The training programme was attended by thirty one participants from various universities/institutions. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

Gender, Work and Health

(July 23-27, 2018)

The programme aims to sensitize the social partners on the existing inequalities in the world of work with focus on workers in the informal sector. It aims to enhance understanding of the linkages between informal economy and the challenges of safety and health issues at workplace with special focus on the challenges faced by women in the labour market. The specific objectives of the programme were: (i) develop a conceptual understanding on the issue of gender, work and health; (ii) understand changing labour market and employment relations and its impact on health and safety of workers in the informal economy; (iii) address the specific risks and health problems facing women workers in the informal economy; (iv) understand the different OSH statutory provisions and good practices for ensuring safety and health at workplace both at national and international levels; (v) enable the participants to develop an understanding about the role of different social partners in ensuring safety and health at workplace. The programme was attended by thirty participants. **Dr. Ruma Ghosh**, Fellow coordinated the training.

Migration and Development: Issues and Perspectives

(July 30-August 03, 2018)

This programme was organised with the objective of enhancing the understanding of the linkages between migration and development. It was also aimed at developing the capacities of researchers and policy makers towards explicating the emerging issues in migration, especially in terms of research and policy concerns. The specific objectives of the programme were: (i) understand the concepts and theories relating to migration; (ii) examine the emerging trends and patterns in migration in a globalizing economy; (iii) discuss key components of contemporary migration policies; (iv) analyse developmental potential of migration. The programme was attended by twenty one scholars and practitioners dealing with different dimensions of migration research and policy. **Dr. S.K. Sasikumar**, Senior Fellow coordinated the training.

Developing Skill Development Strategies for Women Workers in the Informal Economy

(August 06-10, 2018)

The objectives of the programme were: (i) discuss the nature and characteristics of the informal economy; (ii) situate the importance of skill development in the functioning of informal economy from gender perspective; (iii) share the experiences of various social partners in skill development and training; (iv) discuss appropriate strategies for skill development of women in the informal sector occupations. The training programme was attended by twenty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training of Trainers Programme for Rural Educators

(August 13-17, 2018)

The programme was organised for rural trade union activists from different parts of the country. The main objectives of the programme were: (i) develop understanding of empowerment; (ii) discuss the issue of empowerment; (iii) develop skills for enhancing leadership potential; (iv) acquaint with labour laws for unorganized sector. The programme was attended by forty five participants. **Dr. Poonam S. Chauhan** was the Course Director.

Orientation Programme on Labour and Globalisation

(August 13-17, 2018)

The aim of the programme was to familiarize young students with various labour issues and their capacities to contribute in their academic and professional pursuits. The objectives of the programme were: (i) to understand world of work and decent employment; (ii) to make the participants acquainted with various labour issues; (iii) to discuss important issues related to labour and employment and to enable participants to contribute in their academic and professional work. There were forty one participants representing Banaras Hindu University, Saurashtra University, M.S. University of Baroda, Chhatrapati Shahu Ji Maharaj University, Mahatma Jyotiba Phule Rohilkhand University, Nagpur University, Sikkim Manipal University, Bharathiar University, Central University of Orissa and Jain Vishva Bharati Institute. The Course Director of the orientation programme was **Dr. Otojit Kshetrimayum**, Associate Fellow.

Enhancing Leadership Skills of Fishery and Agricultural Workers

(August 27-31, 2018)

The main objectives of the programme were: (i) impart knowledge and information about fishery industry and agricultural workers in general and status of workers in particular; (ii) enhance inter-personal communication; (iii) discuss the legal protections in various labour legislations; (iv) familiarize on the various aspects of welfare fund, programmes and schemes for fish and agriculture workers; (v) develop understanding of empowerment; (vi) develop skills for enhancing leadership potential. The programme was attended by twenty five participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Skills and Entrepreneurship Development

(August 27-31, 2018)

The objectives of the training programme were: (i) understand the linkages between vocational education and skill training with growth and employment; (ii) acquire knowledge about the vocational educational and training systems and about its various components; (iii) understand the challenge of employment generation and designing appropriate skill and entrepreneurship development policies to meet those challenges. The training programme was attended by twenty nine government officials from vocational training, labour and urban development departments of state government. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

CHILD LABOUR PROGRAMME (CLP)

Sharing the Experience of Rehabilitation through NCLP (August 07-10, 2018)

This special programme was organized for the students of the Special Training Centres (STCs) and for personnel of Tirunelveli District National Child Labour Project (NCLP), the project of the Ministry of Labour and Employment, Government of India. Responding to the request for such programme by the Chairperson, NCLP and District Collector, this programme was organized with the objective to provide the participants particularly the students of the Special Training Centres (STCs) exposure to a National Level Training Institution and also to provide them a forum in which they can share their rehabilitation experience that moulded their future aspirations. These students were basically the children who were rescued from work by the NCLP and most of them belonged to the socially downtrodden nomadic communities. The programme was attended by forty one participants including students from six different NCLP Special Training Centres, Voluntary Vocational and Educational Instructors, Programme Managers/Project Support Staff and Project Director of the NCLP District of Tirunelveli. During the programme the participants had an opportunity to interact with the **Hon'ble Vice President of India Shri Venkiah Naidu** and **Hon'ble Minister of Labour and Employment Shri Santosh Gangwar**. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.



INTERNATIONAL TRAINING PROGRAMME (ITP)

International Labour Standards and Promotion of Gender Equality at the Workplace (August 06-24, 2018)

The above training programme was introduced this year under the auspices of the ITEC/SCAP scheme of the Ministry of External Affairs. The programme was inaugurated by **Ms. Sibani Swain**, Additional Secretary/Financial Advisor, Ministry of Labour and Employment, Government of India. The main objectives of the programme were: (i) provide a conceptual understanding about the international labour standards in the world of work; (ii) understand the various international labour standards/international instruments and good practices on gender equality; (iii) sensitize the participants about the existing legal and national policies on promotion of gender equality at the workplace; (iv) analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc; (v) understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses; (vi) to discuss about strategies of promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market. The Chief Guest for the Valedictory was **Shri Hemendra Sharma**, Director, Ministry of External Affairs, Government of India and the participants were addressed by **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute. The programme was attended by twenty six participants from sixteen countries namely; Afghanistan, Botswana, Kyrgyzstan, Mauritius, Maldives, Madagascar, Morocco, Niger, Nigeria, Philippines, Tajikistan, Tanzania, Trinidad and Tobago, Uzbekistan, Zambia and Zimbabwe. **Dr. Ellina Samantroy**, Fellow was the Course Director.



International Training Programme on Designing and Implementing Effective Wage Policies (August 20-22, 2018)

International Training Centre (ITC), Turin in collaboration with VVGNI, NOIDA organised an International Training Course on 'Designing and Implementing Effective Wage Policies' during August 20-22, 2018 at Hotel Taj Mansingh, New Delhi. The major objective of the course was to enhance the capacity of participants to contribute to the design and implementation of wage policies at the national, regional and international level. **Dr. H Srinivas**, Director General, VVGNI inaugurated the training programme and **Ms Dagmar Walter**, Director ILO DWCT India office welcomed the participants. **Dr. Sher Verick**, Programme Manager, ITC, Turin provided introduction and overview of the course. Twenty-nine Participants from nine countries (viz, Malaysia, Vietnam, Myanmar, Mongolia, Sri Lanka, Nepal, Philippines, Brunei Darussalam, India) in the Asia-Pacific region comprising of officials from Ministries of Labour and Employment, Employers' and Workers' organisations participated in the three-day training programme. **Dr. Anoop Satpathy**, Fellow was the coordinator of the programme.



NORTH-EASTERN STATES PROGRAMMES (NEP)

Development Schemes as an Instrument for Social Protection for North Eastern States

(July 09-13, 2018)

The aim of the programme was to develop an understanding of social protection and livelihood security for informal sector workers. The objectives were: (i) understand livelihood risk and vulnerability of the rural poor; (ii) understand different social protection programmes that transfer assets and skills to people for self-employment and public works programmes that enable people to cope with poverty and to explore the alternative coping strategies/good practices for poverty reduction. Twenty three delegates representing the North Eastern States of Arunachal Pradesh, Assam, and Tripura participated in the programme. The Course Director of the programme was **Dr. Otojit Kshetrimayum**, Associate Fellow.

Fundamentals of Labour Laws for Trade Union Leaders and NGOs from North-Eastern States

(July 23-27, 2018)

The programme mainly aimed at providing the basic understanding to the participants with regard to the constitutional framework of labour law and the key features of select labour legislations pertaining to industrial relations, social security and conditions of work. The various subject area covered during the programme included: (i) labour and employment issues in north-eastern states; (ii) constitutional framework of labour law; (iii) Indian judicial system: an overview; (iv) wage legislation in India; (v) domestic enquiry: principles and practice; (vi) social security laws in India; (vii) Employees Compensation Act; (viii) policy and law on contract labour and migrant labour; (ix) right of children to Free and Compulsory Education Act, 2009; (x) an overview of legal framework for regulation of industrial relations in India. The programme was attended by thirty six participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Coordinator.

Leadership Development Programme for Trade Union Leaders from North Eastern States

(August 20-24, 2018)

The objectives of the programme were: (i) develop skills and techniques of effective organisation building; (ii) foster skills of effective leadership; (iii) acquaint the participants with the socio-economic and political changes in globalised economy; (iv) to impart knowledge about labour laws, development programmes and schemes. The training programme was attended by forty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Promoting Entrepreneurship through Skill Development for North Eastern States

(August 27-31, 2018)

The programme aimed at putting increasing emphasis on enhancing the skills of workers in general and women workers in particular for enhancing employability and entrepreneurship skills and also to facilitate for decent employment. The programme had the following broad objectives: (i) discuss the nature and characteristics of the informal economy and role of skill and entrepreneurship; (ii) situate the importance of skill development and entrepreneurship in the functioning of informal economy; (iii) highlight skill development and entrepreneurship development schemes; (iv) share the experiences of various social partners in skill development and entrepreneurship; (v) discuss appropriate strategies for skill development and entrepreneurship. Forty eight delegates representing the different North Eastern States participated in the programme. The Course Director of the programme was **Dr. Otojit Kshetrimayum**, Associate Fellow.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Gender, Work and Social Protection

(July 10-12, 2018)

V.V. Giri National Labour Institute and State Labour Institute, Odisha jointly organised this training in Bhubaneswar during July 10-12, 2018. The major objectives of the programme were: (i) develop a conceptual understanding about gender, work and social protection; (ii) sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc.; (iii) enhance their capacity to understand and analyze gender dimensions in policy and planning; (iv) enable the participants to develop an understanding about the role of social protection in ensuring gender equality and agency building of women through a rights based approach. Thirty one representatives from trade unions, civil society organisations, labour officials and researchers participated in this programme. **Mr P. Amitav Khuntia** Associate Fellow, VVGNI was the Course Director.



Managing Livelihood and Social Protection in Coastal Region

(July 23-27, 2018)

V.V. Giri National Labour Institute in collaboration with Maharashtra Institute of Labour Studies, Mumbai organised this training programme. The aim of the programme was to enhance the competence of social partners and motivate them to work towards the promotion and holistic management of livelihoods and social security measures in the coastal region. Half day field visit was undertaken to Mazagaon to discuss marine fisheries issues and solutions with stakeholders and also to Tisserindia, a start-up working for Rural Artisans, leveraging their skills and marketing the products. Twenty



six representatives from fishing societies, government officials, trade unions, and students of Maharashtra Institute of Labour Studies doing diploma course on trade unionism and Industrial Relation participated in this programme. **Mr. P. Amitav Khuntia**, Associate Fellow, VVGNI was the Course Director.

Workshop on Social Security for Unorganised Workers (July 25-27, 2018)

This Workshop was organised by V.V. Giri National Labour Institute, Ministry of Labour and Employment, Govt. of India in collaboration with Labour Resources Department, Government of Bihar at Patna. The workshop was inaugurated by Shri Vijay Kumar Sinha, Hon'ble Labour Resources Minister, Government of Bihar and Shri Gopal Meena, Labour Commissioner, Government of Bihar. The aim of the workshop was to develop an understanding of the need for social security for unorganised workers specific objectives were: (i) acquaint participants with the concept of unorganised workers and social security, and the need for social security for unorganised workers; (ii) highlight and examine various social security schemes for unorganised workers initiated and implemented by the Labour Resources Department, Government of Bihar in particular; (iii) develop strategies for effective social security delivery learning from good practices of other states. Forty six delegates representing trade unions, NGOs, academia and government officials participated in the workshop. **Dr. Otojit Kshetrimayum**, VVGNI was the Coordinator and **Shri Rohit Raj Singh**, ALC, Govt. of Bihar was the nodal officer of the workshop.



Fundamentals of Labour Laws (August 07-09, 2018)

The V.V. Giri National Labour Institute (VVGNI) in collaboration with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML-MILS) organized this programme at the campus of LNML-MILS, Mumbai. The programme primarily aimed at equipping the participants with the understanding of the key features of select labour laws. The key objectives of the programme included: (i) providing an understanding of the constitutional framework of labour law; (ii) helping them to acquire the knowledge of the key contents of laws pertaining to industrial relations, social security, wages and contract labour etc. The programme was attended by fifty participants representing trade unions and management from public sector, private sector and various government organizations from the State of Maharashtra. The participants were addressed by Shri V.S. Deshpande, Director, LNML-MILS, and other resource persons. **Dr. Sanjay Upadhyaya**, Fellow, VVGNI and **Dr. P.M. Kadukar**, Assistant Professor, LNML-MILS were the Course Directors.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Participated in the 'Sensitization programme on PFMS EAT Module' on July 09, 2018 organized by Ministry of Labour and Employment for officers of Joint Secretary, Director and DS level at PFMS, New Delhi.
- Participated in the presentation made on July 09, 2018 before the Secretary on the Final results of the work of the Committee on 'Determination of Methodology for Fixation of National Minimum Wage/Wages' held at Ministry of Labour and Employment, New Delhi.
- Participated in the '2nd BRICS Employment Working Group Meeting' held at Durban, South Africa from July 30 to August 01, 2018.
- Inaugurated and addressed the participants of the International Workshop on 'Designing and Implementing Effective Wage Policies', on August 20, 2018 organized by ITC, Turin; ILO DWT/CO Delhi and VVGNI from August 20-22, 2018 at Taj Man Singh Hotel, Delhi.

Professional Engagements of Faculty Members

Dr. SK. Sasikumar, Senior Fellow

- Nominated as Member of the Standing Committee on Labour Force Statistics. Attended the Meeting of the Standing Committee on Labour Force Statistics, Kolkata, August 16, 2018
- Delivered lecture on the theme, Transformations in the World of Work: Impacts and Implications for the Officers of Indian Statistical Service at National Statistical Systems Training Academy, Ministry of Statistics and Programme Implementations, Government of India, August 31, 2018
- Nominated as Member of the CII Northern Region Committee on HR and IR (2018-19)

Dr. Helen R. Sekar, Senior Fellow

- Resource Person in the Workshop on Designing of Training Module for the Officials of Labour Department, Chhattisgarh organized by the Labour Department, Government of Chhattisgarh, on July 12, 2018 Academy of Administration, Raipur, Chhattisgarh.

- Invited by All India Women's Conference (AIWC), Noida Unit, on August 22, 2018 as a resource person for sensitizing representatives of Women's organizations and making them aware of their role in ensuring prevention and elimination of child labour and ensuring child rights.

Dr. Ruma Ghosh, Fellow

- Participated as a Member in the Meeting of the 'Sub-Committee on Health and Maternity Welfare' under the 'Committee for Formulation of Action Plan and a Model Scheme for Building and Other Construction Workers' at Ministry of Labour & Employment on July 7, 2018
- Attended as a Member the Meeting of the 'Expert Committee to assess the implication of Economic/Financial Cost involved in the Draft Labour Code on Social Security' on July 23, 2018
- Participated as a Drafting Committee Member the 'First Stakeholders Meeting of the Draft Labour Code on Social Security' at SCOPE on July 23, 2018
- Participated as a Member in the Meeting of the 'Committee to estimate the cost to Government to provide incentive to entities that provide Maternity benefit to their women employees' on July 7, 2018
- Made a presentation to Secretary, Ministry of Labour & Employment on the 'Committee to estimate the cost to Government to provide incentive to entities that provide Maternity benefit to their women employees' on August 8, 2018
- Participated as a Member in the Meeting of the 'Expert Committee to assess the implication of Economic/Financial Cost involved in the Draft Labour Code on Social Security' on August 31, 2018

Dr. Anoop Kumar Satpathy, Fellow

- Presented the findings of the Committee on Determination of National Minimum Wage to the Labour Reform Cell of the Ministry on July 06, 2018.
- Attended as an expert South-South Knowledge Sharing Forum on Enterprise Formalization organized by ILO-Philippines at Manila during July 15-18, 2018.
- Presented the findings of the Committee on Determination of National Minimum Wage to the Labour Reform Cell of the Ministry on July 19, 2018.
- Acted as a moderator to the Panel Discussion on India Wage Report: Wage policies for Decent Work and Inclusive Growth, organised by ILO, India on August 20, 2018.
- Co-ordinated and attended the collaborative International Training Program on Wage Policy during August 20-22, 2018 organised by ITC, Turin and VVGnLI.

Dr. Ellina Samantroy, Fellow

- Participated as an expert in a Video programme in 'Sociology' on July 18, 2018 at the National Institute of Open Schooling, Noida.
- Chaired a session on 'Migration and its Effects in Urban Areas' in a two day National Seminar on Labour Migration in the Post Liberalization Era (1991) jointly organized by Indian Social Institute Bangalore and Indian Social Institute held on August 18, 2018 at New Delhi.
- Expert in a Video programme on 'Sociology' on August 27, 2018 at National Institute of Open Schooling, Noida.
- Expert in a Video programme on 'Sociology' on August 29, 2018 at National Institute of Open Schooling, Noida.

Shri P. Amitav Khuntia, Associate Fellow

- Participated in the Course on 'Designing and Implementing Effective Wage Polices' during August 20-22, 2018 in the Taj Man Sigh Hotel New Delhi organised by International Training Centre, Turin, International Labour Organisation and VVGnLI, Noida.

Dr. Otojit Kshetrimayum, Associate Fellow

- Coordinated a Workshop on Social Security for Unorganised Workers in collaboration with Labour Resources Department, Government of Bihar from July 25-27, 2018 at Patna.
- Participated in the Brainstorming Session on Labour Code on Social Security chaired by the Secretary, Ministry of Labour and Employment, Govt. of India on July 31, 2018 at Shram Shakti Bhawan, New Delhi.

Dr. Dhanya M.B, Associate Fellow

- Participated in the international course on 'Designing and Implementing Effective Wage Policies', jointly organized by International Training Centre (ITC), Turin in collaboration with VVGnLI during August 20-22, 2018 at Hotel Taj Man Singh, New Delhi.
- Attended a Meeting as Working Group Member to discuss the ratification of the ILO Forced Labour Protocol on August 23, 2018 at Directorate General Labour Welfare, Ministry of Labour and Employment, Jaisalmer House, New Delhi.
- Attended meeting of Social Media Nodal Officers of different divisions/organisations of the Ministry of Labour and Employment on July 19, 2018 at Mini Committee Room, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi.

Dr. Ramya Ranjan, Associate Fellow

- Presented a paper 'Interlinkages between MGNREGA, Migration and Poverty? A Micro Study from Kalahandi District' in the National Seminar on 'Labour Migration in the Post Liberalization Era (1991)', organized by Indian Social Institute Bangalore and Indian Social Institute, New Delhi during August 18-19, 2018 at Indian Social Institute, New Delhi.

