



इन्द्रधनुष

INDRADHANUSH

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

Volume IX

Number 5

September-October, 2018

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FROM THE DIRECTOR GENERAL'S DESK

Employment Challenges and its Solution in India

India has witnessed an impressive and steadily rising economic growth since the early 1990s. And yet, the challenge of employment, especially of productive employment in the formal segments of the economy, remains formidable. Employment depends both on demand for labour and supply of it. The point of equilibrium between the two decides the wage rate and the size of employment. On the supply side, although there is huge pool of labour force, their employment is constrained by the ability to enter the job market, which primarily depends on their skill. In the recent years this has been realized and several initiatives have taken such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Pradhan Mantri MUDRA Yojana (PMMY) and Startup India. PMKVY is a flagship scheme under the Ministry of Skill Development and Entrepreneurship (MSDE) with an objective to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. It aims to train 150 million people by 2022. Apart from that MUDRA and Startup India are targeted for, those who want to be entrepreneurs or self employed. PMMY is a scheme which provides loan upto 10 lakh to non-corporate, non-farm small/micro enterprises. So far 2,48,22,342 number of loans have been sanctioned under this scheme till November 2018. Startup India intends to build a strong eco-system for nurturing innovation and Startups in the country that will drive sustainable economic growth and generate large scale employment opportunities.

Apart from that, in recent years there is growing focus in women-led rural entrepreneurship in the form of Self Help Groups (SHGs) as an instrument of creation of employment opportunities among the rural women. It particularly promotes self-employment among the members of SHGs. The National Rural Livelihoods Mission (NRLM), renamed as Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM) is world's largest poverty alleviation programme presently covering 100 million families through 8.5 million SHGs with savings deposit of approximately rupees 161 billion.

With regard to the demand for employment and creation of jobs, the role of manufacturing sector is very important, particularly the Micro, Small and Medium Enterprises (MSME). The government has initiated various steps for the development of connectivity (road/highways, airport under UDAN, inland water ways etc.) and electricity problems, to solve the problems of infrastructure. 'Made in India' is an innovative measure to promote investment in India which reflects Prime Minister's tenet of 'Minimum Government, Maximum Governance'. The Finance ministry has also launched a new portal to fast-track advancing loans to the Micro, Small and Medium Enterprises (MSMEs) and the banks to take necessary steps to approve funding up to one crore in 59 minutes without entrepreneurs having to visit branches.

There are other important areas, where further scope for development lies both in manufacturing as well as in service sectors (particularly labour intensive services) having higher employment elasticity. Under manufacturing apparel, furniture, leather products, food processing sector, motor vehicles, rubber products and electrical equipment are identified as being employment-intensive sectors. Similarly under services the focus could be more on labour intensive services. There are large variations between different categories within services. The category that stands out as an engine of job-creation are healthcare, transportation, logistics, warehousing, tourism and retail. The above focus along with proper manpower planning to avoid the skill mismatch are essential to solve the problem of unemployment and help to reap the country's demographic dividend.



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INDRADHANUSH

SPECIAL EVENTS

हिंदी पखवाड़ा-2018 का आयोजन

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा सितंबर 14-अक्टूबर 01, 2018 के दौरान हिंदी पखवाड़ा-2018 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। सितंबर 14, 2018 को हिंदी पखवाड़ा के शुभारंभ पर संस्थान के महानिदेशक **MW, p- Jh fuokl** ने सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं में हिस्सा लेने का आह्वान किया। हिंदी के अधिकाधिक प्रयोग को प्रोत्साहित करने के उद्देश्य से संस्थान में पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं की जानकारी वरिष्ठ हिंदी अनुवादक **Jh chj thz fl g jlor** द्वारा दी गयी। उद्घाटन समारोह के दौरान संस्थान की राजभाषा पत्रिका "श्रम संगम" के नवीनतम अंक का लोकार्पण भी किया गया।



हिंदी पखवाड़ा के दौरान कुल सात प्रतियोगिताएँ नामतः निबंध एवं पत्र-लेखन प्रतियोगिता, सुलेख एवं श्रुत लेख प्रतियोगिता, सामान्य टिप्पणी एवं आलेखन प्रतियोगिता, सस्वर काव्य पाठ/गीत/गजल प्रतियोगिता, हिंदी टंकण एवं वर्गपहेली प्रतियोगिता, त्वरित भाषण प्रतियोगिता तथा राजभाषा एवं सामान्य ज्ञान प्रश्नोत्तरी आयोजित की गयीं। इस वर्ष कुल 42 सदस्यों ने इन प्रतियोगिताओं में हिस्सा लिया और इनमें से 22 सदस्य कोई न कोई पुरस्कार हासिल करने में सफल रहे। पिछले वर्ष की भाँति इस वर्ष भी स्टाफ के बच्चों के लिए हिंदी पखवाड़ा के दौरान सितंबर 29, 2018 को एक चित्रकारी प्रतियोगिता का आयोजन किया गया। यह प्रतियोगिता तीन श्रेणियों (कक्षा 1 से 5, कक्षा 6 से 8, तथा कक्षा 9 से 12 में पढ़ने वाले बच्चों) में आयोजित की गयी तथा प्रत्येक श्रेणी में दो पुरस्कार रखे गये थे। सभी विजयी प्रतिभागियों को हिंदी पखवाड़ा समापन समारोह के अवसर पर अक्टूबर 01, 2018 को संस्थान के महानिदेशक **MW, p- Jh fuokl** द्वारा पुरस्कृत किया गया। उन्होंने सभी पुरस्कार विजेताओं को बधाई देने के साथ साथ राजभाषा हिंदी के प्रचार-प्रसार को बढ़ावा देने के संबंध में अपने विचार रखे तथा सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी के अधिकाधिक प्रयोग का आह्वान किया।

हिंदी दिवस 2018 का आयोजन

वी. वी. गिरि राष्ट्रीय श्रम संस्थान की राजभाषा गृह पत्रिका "श्रम संगम" को राजभाषा विभाग, गृह मंत्रालय, भारत सरकार की राजभाषा कीर्ति पुरस्कार योजना (गृह पत्रिका) के तहत वर्ष 2017-18 के लिए 'क' क्षेत्र में द्वितीय पुरस्कार प्राप्त हुआ है। यह पुरस्कार हिंदी दिवस 2018 के अवसर पर दिनांक सितम्बर 14, 2018 को विज्ञान भवन, नई दिल्ली में आयोजित हिंदी दिवस समारोह में भारत के माननीय उपराष्ट्रपति **Jh ,e- oad\$ k uk Mj** जी द्वारा संस्थान के महानिदेशक **MW, p- Jh fuokl** को प्रदान किया गया।



Swachhata Hi Seva 2018

Swachhata Hi Seva programme was launched by the Hon'ble Prime Minister on September 15, 2018 that aimed to ensure a high standard of cleanliness across the country, which was Mahatma Gandhi's dream for the nation. V.V. Giri National Labour Institute under the Chairpersonship of **Dr. H. Srinivas**, Director General, organized the Swachhata week from September 15 - October 01, 2018 in the Institute. On the occasion of 'Swachhata Hi Seva', the Institute organized Swachhata Pledge on September 17, 2018. **Dr. H. Srinivas**, Director General, VVG NLI administered the Pledge to all the employees of the Institute on this occasion. The participants of various training programmes



at V. V. Giri National Labour Institute were sensitized on 'Swachhata Hi Seva' 2018 and in turn to spread the message and importance of 'Clean and Green India'.

Training Workshops on Prevention and Elimination of Child Labour, and Towards Effective Implementation of National Child Labour Projects (September 27-28, 2018)

Two special Training Workshops on Prevention and Elimination of Child Labour were conducted on September 27, 2018 and September 28, 2018 respectively for those who are involved in the implementation of the National Child Labour Project (NCLP) in different districts spread across different States of the country. The objective was to sensitize on the various aspects of National Child Labour Project in the light of requirements i.e. PENCIL, PFMS, EAT, Aadhaar Seeding etc. and also to ensure implementation of the scheme as per modified guidelines. The participants for the training workshop conducted on September 27, 2018 comprised of

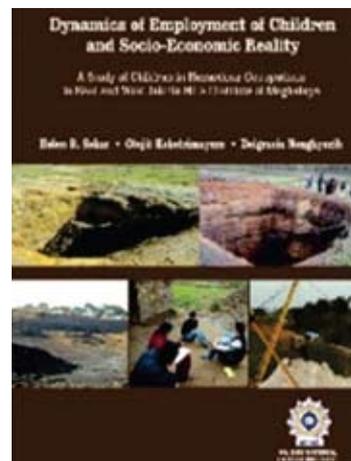


Assistant Labour Commissioners, Administrative Officers, Labour Enforcement Officers, Programme Managers, Field Officers and Project Directors and those who attended Training Workshop on September 28, 2018 comprised of Project Directors, Assistant Project Directors, Accountants, Steno cum Data Entry Operators, Clerks, Programme Managers, and District Education Officers. **Dr. Helen R. Sekar**, Senior Fellow conducted the training.

PUBLICATION

Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in Hazardous Occupation in West and East Jaintia Hills Districts of Meghalaya

This study is an outcome of the study commissioned by the Ministry of Labour and Employment, Government of India, to the VVGNI. This study was conducted by the VVGNI Faculty **Dr. Helen R. Sekar**, Senior Fellow, VVGNI and **Dr. Otojit Kshetrimayum**, Associate Fellow, VVGNI along with Dr. Deigracia Nongkynrih, Assistant Professor, NEHU. The study covered 22,191 households with a total population of 1, 32,636. The coverage was also extended to workplace, labour camps and coalmine sites/depots besides the households. Prevalence of child labour was examined in 100 villages of East and West Jaintia Hills Districts of Meghalaya where coal mining was predominant. The selection of these 100 villages was based on the Vulnerability Mapping Survey in 6168 villages across the 11 districts in the state of Meghalaya. Vulnerability Mapping was carried out to locate the prevalence of occupations and processes prohibited for children under the Child Labour (Prohibition and Regulation) Act 1986. Labour force participation across the surveyed villages was recorded at 36.79 percent of the total population. The study identified children at work and an accurate list of the names of children employed in non-hazardous occupations, hazardous occupations and also in the worst forms of child labour was made available village-wise/Block-wise and District-wise for locating the children for withdrawing/rescuing from labour force and for enrolment in age-appropriate educational infrastructure. This study will definitely contribute in understanding the prevalence of child labour and the dynamics of employment in the areas where coal mining is predominant, particularly in North Eastern states of India. It will also help in guiding policy makers, planners, social scientists, researchers and all those who are involved in ensuring child protection and ending child labour.

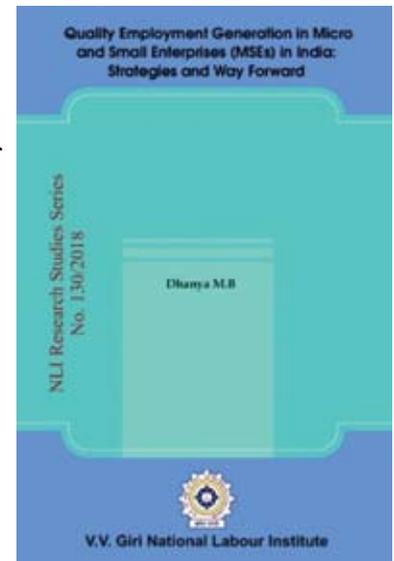


Quality Employment Generation in Micro and Small Enterprises (MSEs) in India: Strategies and Way Forward NLI Research Studies Series No.130/2018

The discussions on quality employment generation in Micro and small enterprises (MSEs) have gained immense significance in recent years given the phenomenon of demographic dividend along with educated unemployment

and increasing labour force. Considering vast majority of young population in the country, the importance of promoting entrepreneurship cannot be ignored since it is the effective alternative opportunity to create employment. Besides employment provisions, various other aspects of social goals can be achieved through promoting entrepreneurship such as poverty alleviation, standard of living, attainment of self reliance etc. The study explores how far quality employment can be generated or formalization of these businesses can occur to achieve equilibrium in the labour market. The study also examines to what extent labour laws in India is facilitating for MSE in India and various socioeconomic factors affecting the development of MSEs. Based on evidence collected through various economic reports and through case studies and focus group discussions, the present study attempts a detailed analysis of the growth and development of MSEs in India, the trends regarding employment generation in MSEs and the key challenges that need to be addressed to ensure the continued development of MSEs. This report summarises the picture of the slew of problems and the enormous potential for developing and providing quality employment to micro and small scale sectors in the economy. Simultaneously, exploration of various issues regarding the growth and development of MSEs in India like the list of labour laws, lack of availability of credit to these enterprises, problems related to lack of skilled labour, etc. are highlighted and elaborated on. While the government has been actively trying to address the problems faced by these enterprises in the country, however the urgency with which the reforms are being applied and the enforceability of the laws related to interests of workers need to be given attention on a priority basis and at a rapid pace.

This report would be of immense interest not only to the policy makers, but also academicians and others working in the field of MSEs in India and there hugely significant role in providing quality employment.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMME (LAP)

**Effective Labour Law Enforcement
(October 29-November02, 2018)**

The programme aimed at providing an insight and orientation to the participants with regard to enforcement of labour laws. The key objectives of the programme were: (i) to develop an understanding with regard to human rights and constitutional perspective on labour law; (ii) to identify major problems and challenges in enforcement of labour law; (iii) to discuss the techniques for overcoming these challenges; (iv) to give an overview of the select labour laws such as the laws pertaining to wages; contract labour, building and other construction workers. In addition, highlights on Shram Suvidha Portal, key features of various draft labour codes and expectations of trade unions from labour enforcement also formed part of the course contents. During the programme, the participants were addressed by the Institute's faculty as well as external resource persons comprising of senior practitioners from the field of labour administration and trade union. The programme was attended by a group of fifteen enforcement officials from the organisations of Chief Labour Commissioner and various State Labour Departments. **Dr. Sanjay Upadhyaya**, Fellow and **Dr. Manoj Jatav**, Associate Fellow coordinated the programme.

INDUSTRIAL RELATIONS PROGRAMME (IRP)

**Improving Work Efficiency
(September 5-7, 2018)**

This programme was organised for the trade union leaders of the organized sector from different part of the country. The objectives of the programme were: (i) to acquaint the delegates with the concepts of time, anger and stress; (ii) to orient the participants about the different techniques of time management; (iii) to sharpen their communication skills for managing anger; (iv) to help the delegates understand the methods of managing stress including organization stress; (v) to enhance their knowledge regarding work culture, ethics and good management. The training programme was attended by twenty one participants. **Dr. Poonam S. Chauhan**, Senior Fellow, **Dr. Shashi Bala**, Fellow and **Dr. Ramya Ranjan Patel**, Associate Fellow coordinated the training.

Empowering Trade Unions Leaders (September 24-26, 2018)

The main objectives of the programme were: (i) to sharpen leadership skill; (ii) to discuss the role of trade unions in emerging economic and political scenario; (iii) to impart knowledge about labour laws and recent changes in labour laws; (iv) to develop familiarity with the changes and trends in industrial relations. The programme was attended by twenty one participants including trade union leaders from THDC, Hindustan Aeronautics Limited, Reserve Bank of India. **Dr. Poonam S. Chauhan**, Senior Fellow, **Dr. Shashi Bala**, Fellow and **Dr. Ramya Ranjan Patel**, Associate Fellow coordinated the programme.

Occupational Safety, Health and Welfare in a Globalising Economy (September 24-26, 2018)

This course aimed at enhancing the understanding and capabilities of relevant target groups the need and challenges in ensuring Occupational Safety and Health (OSH) in a globalizing economy. The specific objectives of the programme were: (i) to provide an overview on the changing labour market and employment relations; (ii) to understand the changing role of social partners in the context of transformations in the world of work; (iii) to provide an overview of international standards in the area of Occupational Safety and Health (OSH); (iv) to develop insight on the existing legal instruments on Occupational Safety and Health (OSH) in India; (v) to discuss the role of government, trade unions and community leaders for improving OSH at workplace. The programme was attended by nineteen officers representing Vishakhapatnam Ship Building Centre, Delhi Metro Rail Corporation Limited, Kolkata Port Trust, DRDO, Chennai, Directorate of Factories, West Bengal, Odisha Mining Corporation Limited and Haldia Dock Complex. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Industrial Relations and Trade Unionism in a Globalising Economy (October 22-24, 2018)

The specific objectives of the programme were: (i) to understand and analyse the major components of globalisation that affect employment relations; (ii) to examine and respond to the emerging issues and challenges in industrial relations and trade unionism in a globalising economy; (iii) to learn and share experiences on new forms of labour management practices. The programme was attended by seventeen managers and trade union leaders representing large public sector enterprises in India. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

Leadership Development Programme for Women Officials (October 29-31, 2018)

The major objectives of the programme were: (i) to examine managerial style and increase self-awareness through leadership style; (ii) to develop skills for negotiation, communication, leadership, interpersonal skills and time management; (iii) to learn how to set priorities, how to control chaos in the workplace and make decisions under pressure; (iv) to learn practical technique to manage and understand how emotions affect your job performance; (v) to develop your analytical skill through research and information. The programme was attended by fourteen women officers from all functional areas and representatives of trade unions, public and private sector organizations. **Dr. Dhanya MB**, Associate Fellow was the Course Director of the programme.

CAPACITY BUILDING PROGRAMMES (CBP)

Developing Leadership Skills for Women Organisers (September 10-14, 2018)

This programme was organized with the major aim to enhance the leadership skills of women trade union Leaders. The specific objectives of the programme were: (i) to develop skills and techniques of effective organisation building. (ii) to foster skills of effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in globalised economy; (iv) to impart knowledge about labour laws, development programmes and schemes. The programme was attended by fifty two trade union leaders from Central Trade Unions. **Dr. Dhanya MB**, Associate Fellow and **Dr. Ramya Ranjan Patel**, Associate Fellow were the Course Directors of the programme.

Leadership Development Programme for Trade Union Leaders (October 01-05, 2018)

The objectives of the programme were: (i) to enhance the capacity of the participants and instil leadership skills in them; (ii) to develop skills and techniques of effective organization building; (iii) to foster skills of effective communication;

(iv) to impart knowledge about labour laws, development programmes and schemes; (v) to sensitize the participants towards gender biases and employment scenario. The training programme was attended by fifty three participants. **Dr. Poonam S. Chauhan**, Senior Fellow, **Dr. Shashi Bala**, Fellow and **Dr. Ramya Ranjan Patel**, Associate Fellow were the Course Directors of the programme.

Leadership Development Programme for Rural Trade Union Leaders (October 15-19, 2018)

The specific objectives of the programme were: (i) to provide an overview about the unorganised sector in India; (ii) to develop the skills of trade union leaders to understand and analyse rural society; (iii) to discuss issues related to effective organisation building; (iv) to develop the capacity of the participants through various behavioural approaches; (v) to sensitize the participants on the legal rights and provisions for workers; (vi) to understand and analyse various social security provisions for the workers. The programme was attended by fifty two participants from various States. **Dr. Ellina Samantroy**, Fellow and **Dr. Manoj Jatav**, Associate Fellow were the Course Directors.

Gender Poverty and Employment (October 22-26, 2018)

The objectives of the programme were: (i) to examine the inter-linkages between gender, poverty and employment; (ii) to discuss gender-sensitive, anti-poverty and employment policies and programmes; (iii) to discuss about the gender and decent work perspective in national and international policy agendas on poverty reduction. The training programme was attended by twenty four participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Gender Responsive Planning, Budgeting and Auditing (October 24-26, 2018)

The objectives of the programme were: (i) to identify gender budgeting initiatives by the Government of India; (ii) to discuss concepts, tools and methods of gender budgeting; (iii) to discuss importance of gender analysis in planning of programmes; (iv) to look at gender lens in budgeting and auditing process. The training programme was attended by twenty three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Monitoring and Evaluation of Active Labour Market and Employment Policies (October 29-November 02, 2018)

The objectives of the training programme were: (i) to provide an overview on labour and employment scenario at the global and national level; (ii) to understanding different components of labour market and employment policy; (iii) to develop capacities to undertake labour market surveys and employment impact and evaluation studies. The programme was attended by fifteen participants of middle and senior level officials and functionaries dealing with labour market and employment issues, researchers specializing on labour market and employment studies. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Methods in Historical Research on Labour (September 10-14, 2018)

The specific objectives of the programme were to: (i) to map the changing world of work in the longue duree; (ii) to understand the origins and development of labour market institutions; (iii) to discuss methods like archival/official/institutional sources; (iv) to document the undocumented–oral history; and case studies. The programme was attended by seventeen young researchers specialising in various aspects of labour history from different parts of the country. **Dr. S.K. Sasikumar**, Senior Fellow and **Dr. Manoj Jatav**, Associate Fellow were the Course Directors.



Research Methods in Labour Studies (September 17-28, 2018)

The objectives of the training programme were: (i) to understand concepts, theories in labour research; (ii) to understand emerging labour issues and challenges; (iii) to strengthen knowledge of various methods used for labour research and data sources on labour; (iv) to enable to apply these methods in their research work on the different aspects of labour. The programme was attended by twenty eight participants namely; research scholars (pursuing M. Phil., Ph.D), young teachers of Universities/Colleges/Research Organizations pursuing Ph. D and professionals engaged in the field of labour research. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.



CHILD LABOUR PROGRAMMES (CLP)

Social Dimensions of Child Labour with focus on Select Industries and their Supply Chains (October 15, 2018)

The above programme was conducted for the Students of Jawaharlal Nehru University wherein twenty five students from the Centre for the Study of Social Systems, School of Social Sciences, JNU, participated in the programme. The aim of the programme was to sensitize students on the issue of child labour in industries based on the studies conducted by the VVGnLI. The objective was to make the scholars aware of the situation of children in different forms of work, the socio-economic and cultural dimensions of and the Government's initiatives and also sensitize and motivate them to work towards strengthening the Government's effort in this direction. The programme was co-ordinated by **Dr. Helen R. Sekar**, Senior Fellow.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Training Programme on Skill Development and Employment Generation (September 10-28, 2018)

The above international training programme was conducted under the ITEC/SCAAP programme of the Ministry of External Affairs. The major objectives of the programme were: (i) to situate the importance of skill development for employment and employability in general and for youth in particular in the emerging economy; (ii) to understand the linkage between vocational education and skill training with growth and employment; (iii) to acquire knowledge about the vocational education and training systems around the world along with Indian initiatives, its various components and good practices; (iv) to understand the challenge of employment generation



and designing appropriate active labour market and skill development policies to meet those challenges; (v) to enable the participants to play larger role along with enhancing individual capacity. Twenty five Government officers, policy makers from Bhutan, Botswana, Ethiopia, Kenya, Madagascar, Mauritius, Namibia, Niger, Oman, South Sudan, Sri Lanka, Syria, Tanzania, Zambia, and Zimbabwe participated in this programme. **Dr. Rathin Roy**, Director, National Institute of Public Finance and Policy and Member, Economic Advisory Council to the Prime Minister was the Chief Guest in the inaugural function chaired by **Dr. H. Srinivas**, DG, VVGnLI. **Ms. Veena Aggarwal**, Under Secretary (TC) of Ministry of External Affairs joined as special guest in the valedictory session. **Mr. P. Amitav Khuntia**, Associate Fellow and **Dr. Manoj Jatav**, Associate Fellow were the Course Directors.

International Training Programme on Enhancing Leadership Skills (October 08-26, 2018)

The above training programme was organized under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs. The objectives of the programme were: (i) to share and experience various leadership styles; (ii) to provide insights into the leadership dynamics of inter-personal and inter-group relations; (iii) to develop communication skills particularly focusing on effective articulation and listening; (iv) to acquire skills for managing and resolving conflicts at work; (v) to develop positive attitudes towards work, superiors, peers and subordinates; (vi) to sharpen behavioural skills and insights for supervision, coordination and motivation



to the subordinates to enhance their effectiveness; (vii) to appreciate changing labour market and employment relations scenario in the context of globalisation; (viii) to understand the concept and use of emotional intelligence; (ix) to acquire knowledge for managing time effectively. The training programme was attended thirty eight participants from twenty five countries - Angola, Botswana, Ethiopia, Kenya, Kyrgyzstan, Malawi, Nigeria, Uganda, Zambia, Suriname, Mozambique, Vietnam, Panama, Russia, Jordan, Tanzania, Malawi, Zambia, Namibia, Tunisia, Kenya, Botswana, Sri Lanka Seychelles, Vietnam, Tajikistan etc. **Dr. Poonam S. Chauhan**, Senior Fellow, **Dr. Shashi Bala**, Fellow and **Dr. Ramya Ranjan Patel**, Associate Fellow were the Course Directors.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Gender Issues in Labour (October 08-12, 2018)

The objectives of the programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to enhance the capacity of the participants so that they could tackle the gender based injustice; (iii) to orient the participants on laws pertaining to workers; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about the gender discrimination in the world of work. The training programme was attended by fifty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Strengthening Awareness on Labour Issues and Laws pertaining to Women Workers (October 08-12, 2018)

The main objectives of the programme were: (i) to address and strengthen the understanding of gender issues in labour market and to enhance the understanding of related laws; (ii) to provide information on the various developmental schemes; (iii) to discuss the prohibition of Sexual harassment of women at workplace Act, 2013. Fifty three participants from central trade unions and NGOs of the North Eastern States participated in the programme. **Dr. Dhanya M.B.**, Associate Fellow was the Course Director of the programme.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Orientation Programme on Labour and Development Issues (October 9-13, 2018)

This programme was jointly organized by V.V. Giri National Labour Institute and Nabakrushna Choudhury Centre for Development Studies at Bhubaneswar. The major objectives of the programme were; (i) to understand world of work, future of work and decent employment; (ii) to make the participants acquainted with various labour and development issues and prospects; (iii) to discuss important issues related to labour and employment; (iv) to enable participants to contribute in their academic and professional work in addressing the issues. Thirty two student representatives pursuing masters and M.Phil degree in Social Sciences and Management from different Universities of Odisha namely; Central University of Odisha, Koraput, Utkal University, R.D. University, BJB Autonomous College, Bhubaneswar, Sambalpur University, Fakir Mohan University, North Odisha University, Berhampur

University, Raygada Autonomous College, Rajendra Autonomous College, Bolangir participated in this programme. During the programme an Interactive and Question Answer Session with **Shri Anjan Kumar Manik**, IAS, Labour Commissioner and Director, State Labour Institute (SLI), Odisha and other senior officials was arranged at SLI conference hall. **Professor Srijit Mishra**, Director of NCDS addressed the valedictory and distributed certificates to the participant. **Dr. C. R. Das** was the coordinator from NCDS. **Mr. P. Amitav Khuntia**, Associate Fellow, VVGNI was the Course Director.



Labour Law Reforms in India: Perspectives and Challenges (October 22-24, 2018)

This collaborative training programme of the Institute organized with Mahatma Gandhi Labour Institute (MGLI), Ahmedabad aimed at providing various perspectives on recent labour law reform initiatives and the key challenges connected with these initiatives. The key objectives of the programme were: (i) to provide the broad context of labour law reform initiatives; (ii) to discuss the human rights and constitutional framework of labour laws; (iii) to share the highlights of various draft labour codes and to have deliberation on the key challenges in the way of various reform initiatives. The programme was attended by representatives of trade unions, employers, officials from Gujarat Labour Departments, researchers and students of MGLI.

Shri Hasubhai Dave, senior trade unionist and Vice-President MGLI chaired a panel discussion and **Shri Hiranmay Pandya**, Chairman, CBWE delivered the valedictory address. **Dr. Sanjay Upadhyaya**, Fellow, VVGNI and **Dr. Ayanendu Sanyal**, Assistant Professor, MGLI were the Course Directors.



Convergence of Efforts & Services for Prevention & Elimination of Child Labour in Jammu & Kashmir (October 29-31, 2018)

The objective of the training workshop was to generate awareness on the recent amendments of CALPR Act, its rules, JJ Act, POCSO Act and the other Acts addressing the issues of child labour and child protection and also of the various government initiatives to different Social Partners and Stakeholders including the representatives from the Government Departments, Civil Society Organizations, Worker's Organizations, Elected Representatives of Local Governments, Youth Groups, Teachers' Associations, and others with a view of Sensitizing them on Child Protection. Eighty one participants from different districts participated in this workshop.

These participants were Councillors, Chairpersons of CWC, Members of CWC, Secretary, IRCS, Social Workers, Outreach Workers, Project Officers (NIC), Assistant Labour Commissioner, Labour Officer, Accountants, JJB Member, Joint Secretary from Gandhi Sewa Centre, Coordinator, District Project Officer, District Child Protection Officer from ICDS, Legal cum Probation Officer from ICPS, Assistant Professor, Journalist. The programme was coordinated by **Dr. Helen R. Sekar**, Senior Fellow.



STUDY VISIT

Study Visit of NSSTA participants (September 12, 2018)

The Institute organised a study visit for the National Statistical Systems Training Academy (NSSTA) on September 12, 2018. A group of thirty five participants for Statistical Investigator, Grade. I (Gr. B. Gazetted) officers of ORGI participated in the study visit and interacted on issues such as 'Labour Statistics' at the VVGnLI. The programme was coordinated by **Dr. Ellina Samantroy**, Fellow.

Study Visit of NSSTA participants (October 10, 2018)

The institute organised a study visit of in-service Group 'A' Officers of Office of Registrar General, India (ORGI) to the VVGnLI on October 10, 2018 from the National Statistical Systems Training Academy (NSSTA), Greater Noida. An orientation on 'Labour Statistics with Special Focus on Trends in Child Labour Statistics' was discussed in the programme. The programme was attended by thirty eight participants. The programme was coordinated by **Dr. Helen R. Sekar**, Senior Fellow.

Study Visit of Maharaja Sayajirao University of Baroda, Vadodara (October 29, 2018)

A team of thirty eight Master of Social Work (MSW) students and two faculty members from the Faculty of Social Work, The Maharaja Sayajirao University of Baroda, Vadodara visited the Institute on October 29, 2018. A panel discussion on the theme "Dynamics of Labour Issues in India" was organised focusing on the issues and challenges related to employment and social security with special reference to the unorganised workers in India. **Dr. Otojit Kshetrimayum**, Associate Fellow coordinated the study visit.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Addressed the participants on September 7, 2018 in the Valedictory Session of the Training Programme on "Managing Time, Anger and Stress" for Improving Work Efficiency for Management personnel and Plant level representatives of Trade Unions/Associations/ Federations, Members of Works Committees from government establishments, public sector and private sector undertakings held from September 5-7, 2018 at VVGnLI, NOIDA.
- Delivered Presidential Address on September 10, 2018 in the International Training Programme on 'Skill Development and Employment Generation' inaugurated by Dr. Rathin Roy, Director, National Institute of Public Finance and Policy (NIPFP) and Member, Economic Advisory Council to the Prime Minister (EAC-PM) organized by VVGnLI from September 10-28, 2018 at NOIDA.
- वी. वी. गिरि राष्ट्रीय श्रम संस्थान की गृह पत्रिका* **Je l æe*** को राजभाषा विभाग, गृह मंत्रालय, भारत सरकार की राजभाषा कीर्ति पुरस्कार योजना (गृह पत्रिका) के तहत वर्ष 2017-18 के लिए 'क' क्षेत्र में द्वितीय पुरस्कार प्राप्त हुआ। यह पुरस्कार हिंदी दिवस 2018 के अवसर पर सितम्बर 14 2018 को विज्ञान भवन, नई दिल्ली में आयोजित हिंदी दिवस समारोह में भारत के माननीय उपराष्ट्रपति **Jh , e- oad\$ k uk, Mq** जी द्वारा संस्थान के महानिदेशक **MW, p- Jlfuokl** को प्रदान किया गया।
- Administered the pledge to the employees of the Institute on the occasion of "Swachhata Hi Seva 2018" organized by V.V. Giri National Labour Institute (VVGnLI) from September 15 to October 01, 2018 and emphasized to participate in the two week long campaign to make the Institute clean and green.
- Addressed the participants in the valedictory session of the International Training Programme on 'Skill Development and Employment Generation' on September 28, 2018 organized by VVGnLI from September 10-28, 2018 at NOIDA.

- Addressed the participants in the Inaugural and Valedictory Session of the International Training Programme on 'Enhancing Leadership Skills for Officials from Government Departments, Institutions, Representatives from Employee/Employers' organisations, Officials from industrial and service sector and other officials on October 8 & 26, 2018 organized by VVGNI from October 8-26, 2018 at NOIDA.
- Visited the State of Telangana as a Nodal Officer, deputed by Ministry of Labour & Employment from October 17-19, 2018 for inspection of (i) Regional EPFO Office, Barkatpura, Hyderabad; (ii) National Career Service Centre for differently abled, Vidya Nagar, Hyderabad; (iii) National Career Service Centre for SC/STs, Vidya Nagar, Hyderabad; (iv) ESIC Model Hospital, Sanath Nagar, Hyderabad; and (v) ESIC Headquarters, Adarsh Nagar, Hyderabad. A detailed inspection report of the above mentioned organizations has been submitted to the Ministry of Labour & Employment, Govt. of India.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered a lecture on the theme 'Transformation in the World of Work and Distributive Justice in India' at the Sensitisation Programme on Justicing: Balancing Rules, Principles and Social Context, Delhi Judicial Academy, New Delhi on September 15, 2018.
- Delivered a lecture on the theme 'Transformations in the World of Work: Impacts and Implications' at the Refresher Course on Economics of Development, Department of Economics, University of Mumbai, Mumbai, October 29, 2018.

Dr. Helen R. Sekar, Senior Fellow

- Attended the Meeting at the Ministry of Labour & Employment, Government of India, for the discussion on the Collaborative Child Labour Projects with Unicef on September 7, 2018.
- Presentation on 'Migrant Child Labour and Trafficking' in Migrant Workers: An Asian-Pacific Experience, 3rd International Conference on Migration in 21st Century at Don Bosco, Okhla, Jamia Nagar, New Delhi on September 10, 2018.
- Attended the meeting with Joint Secretary, Ministry of Labour and Employment (MoLE) and made a presentation on Initiatives to Address Child Labour in Supply Chains in India: Mapping Sectoral Focus, on October 01, 2018, at MoLE, New Delhi.
- Organized an Orientation Workshop on Labour Statistics with Special Focus on Trends in Child Labour Statistics for In-service Group 'A' Officers of Office of Registrar General, India (ORGI) on October 10, 2018 who had visited the institute as a part of their study visit.
- As a Member of the Committee attended the first Meeting of Task Force Committee on the Implementation of Child and Adolescent Labour (Prohibition and Regulation) Act 1986 and to strategize for the objective of Child Labour Free India. The meeting was held at the Ministry of Labour & Employment, Government of India, on October 17, 2018.

Dr. Ruma Ghosh, Fellow

- Participated as a Member in the Meeting of the Working Group for discussion on Ratification of ILO Convention 184 (Safety & Health in agriculture) at Regional Labour Institute, DGFASLI, Faridabad on October 12, 2018.
- Conducted the viva-voce of the PhD. thesis titled 'Higher Education and Workforce Participation among Women in Delhi' which was evaluated by me for the Centre for the Study of Regional Development, School of Social Sciences, Jawaharlal Nehru University, New Delhi on September 11, 2018 at JNU.

Dr. Ellina Samantroy, Fellow

- Participated in a State Level Consultative Workshop titled 'Implementation of Sexual Harassment of Women at Workplace Act 2013 for Informal Sector' held on September 10, 2018 organised by Participatory Research in Asia (PRIA) at India International Centre, Lodi Road, New Delhi.

- Delivered a lecture on the theme ‘Labour Statistics ‘on September 12, 2018 in a three week Induction Training Programme for Statistical Investigator, Grade I (Gr. B. Gazetted) officers ORGI, National Statistical Systems Training Academy (NSSTA) at V.V. Giri National Labour Institute, Noida.
- Participated in a ‘Stakeholder Consultation on Promoting Economic Empowerment of Women at Work in Asia’ organized by UN Women on September 18, 2018 at India Habitat Centre, New Delhi.
- Delivered a special lecture titled ‘Poverty, Gender and Social Protection ‘on September 26, 2018 at Miranda House, University of Delhi.
- Attended the meeting of the Central Advisory Committee on ERA 1976 under the Chairmanship of Hon’ble Minister, Labour and Employment on October 9, 2018 at the Ministry of Labour and Employment, New Delhi and supported the Ministry in preparation of the background note for the meeting.
- Delivered a special lecture titled ‘Labour and Gender’ on October 16, 2018 at the Centre for Informal Sector & Labour Studies (CISLS), Jawaharlal Nehru University (JNU), New Delhi.

Dr. Otojit Kshetrimayum, Associate Fellow

- Published a chapter on ‘From Craft to Industry: Understanding the Dynamics of Handloom Weaving in Manipur’ in the book ‘Employment and Labour Market in North East India: Interrogating Structural Changes’ edited by Virginus Xaxa, Debdulal Saha and Rajdeep Singha & published by Routledge (ISBN 9780367137519).
- Published a chapter on ‘Shamanic Traditions in Korea and Manipur: Interrogating Women’s Power and Autonomy’ in the book ‘Act East: Transitions in India’s Engagement with South Korea’ edited by Sushila Narsimhan and Kim Do-young & published by Manak Publications (ISBN 9789378314636).
- Attended the Job Fair being organised by the National Institute of Career Service at its campus on September 20, 2018.
- Participated in the launch program of the World Bank Report titled ‘A Glass Half Full-The Promise of Regional Trade in India’ by the Hon’ble Commerce and Industry Minister, Shri Suresh Prabhu jointly organised by FICCI and the World Bank on September 28, 2018 at FICCI, New Delhi.

Dr. Dhanya M.B, Associate Fellow

- Presented Research Study titled ‘Quality Employment Generation in Micro and Small Enterprises (MSEs) in India: Strategies and Way forward’ in a meeting chaired by Secretary, Ministry of Labour & Employment and attended by officials from Ministry of MSME, Ministry of Finance on September 12, 2018 at the Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi.
- Attended five days International Training Programme on ‘Management of Social Security Systems’ during October 22-26, 2018, organized by Pandit Deendayal Upadhyaya National Academy of Social Security (PDNASS), New Delhi.



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V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Printed and Published By: V.V. Giri National Labour Institute, Sector-24, Noida-201301, U.P., India