



# इन्द्रधनुष

# INDRADHANUSH

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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

### Importance of Tea Plantation Workers in India's Inclusive Development Paradigm

The tea plantation sector is a very important sector in India's inclusive growth strategy because of its significant contributions towards providing livelihood opportunities to millions of plantation workers, majority of whom are women and tribal workers, belonging to marginal sections of the population. The tea industry is one of the most labour-intensive sectors of Indian industry and employs more labour per hectare than any other crop. In addition, the tea industry engages a higher female labour than any other industry. In this industry, almost 50 to 60 percent workers are engaged in crop harvesting, of which 80 percent are women.

Indian tea industry underwent significant structural changes in recent times. The production structure has gradually reoriented towards small growers and bought-leaf-factories (BLF) mode of production from the present dominant estate mode of production structure. Moreover, there has been decentralization of the estate mode of production with plantation field activities and manufacturing getting separated in a phased manner. Such reorganization of production structure has significantly effected the labour thereby leading to informalisation and moving out of protection under different labour legislations especially Plantation Labour Act 1951. Second, tea producers are moving away from tea production and participating more in tea marketing in a vigorous way. There has been series of merger and acquisition during late 1990s and early 2000. The big tea producers like Tata and Duncan are gradually moving away from manufacturing to marketing. Such type of innovation has again led to greater casualization of the workforce.

Moreover, the wages for tea plantations workers has been historically low. The present wages are even less than half of the prevailing unskilled minimum wage for agricultural wages in Assam and West Bengal where seventy five percent of the total tea production take place. Despite paying such a low wage, India's labour cost share is highest among the principal tea producing nations of the world. High degree of unionization failed to secure a decent working and living conditions for the workers. The implementation of the Plantation Labour Act 1951 has been poor over the years. Moreover, as tea is practiced as a monoculture, therefore there are no viable alternative livelihood opportunities. Despite pitiable living and working conditions, majority of tea workers are tied to the plantation work over generations. Even though women workers constitute more than half of the total labour force, their interests are neglected and their representation at the union level is very minimal.

A movement by women tea plantation workers of KHDP Ltd., Kerala brought about innovation in mobilizing a large number of women workers against anti-worker designs of the management and succeeded in getting their demand met by the management. They did this without taking help from operating trade unions and without seeking any political patronage. This movement had a spread effect on the plantation workers across Kerala and as a result daily wages for tea plantation workers increased at one go from Rs 231 to Rs 300 which was unprecedented in the past. This can be termed as an innovation in workers' mobilization and has the prospect of ensuring inclusive development in the future. Tea industry has seen innovation in production structure and marketing efforts. This is probably the first example where innovation can be seen in organizing workers especially women workers beyond the traditional union movements and without any political interference through indigenous leadership. This was a path breaking effort which has the potential of inclusive development.



## SPECIAL EVENTS

### हिंदी पखवाड़ा - 2017 का आयोजन

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा सितंबर 14-अक्टूबर 03, 2017 के दौरान हिंदी पखवाड़ा - 2017 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। 14 सितंबर 2017 को हिंदी पखवाड़ा के शुभारंभ पर संस्थान के महानिदेशक **MW, p- Jlfuokl** 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 chjñzfl g jkor** द्वारा दी गयी।

हिंदी पखवाड़ा के दौरान कुल सात प्रतियोगिताएँ नामतः निबंध एवं पत्र-लेखन प्रतियोगिता, सुलेख एवं श्रुतलेख प्रतियोगिता, सामान्य टिप्पणी एवं आलेखन प्रतियोगिता, सस्वर काव्य पाठ/गीत/गजल प्रतियोगिता, हिंदी टंकण अथवा वर्तनी एवं वर्ग पहली प्रतियोगिता, त्वरित भाषण प्रतियोगिता तथा राजभाषा एवं सामान्य ज्ञान प्रतियोगिता आयोजित की गयीं। इस वर्ष कुल 48 सदस्यों ने इन प्रतियोगिताओं में हिस्सा लिया और इनमें से 23 सदस्य कोई न कोई पुरस्कार हासिल करने में सफल रहे। हिंदी पखवाड़ा के दौरान सितम्बर 23, 2017 को स्टाफ के बच्चों के लिए एक चित्रकारी प्रतियोगिता का भी 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 03, 2017 को संस्थान के महानिदेशक डॉ. एच. श्रीनिवास 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।

### Signing of Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVG NLI) and Tata Institute of Social Sciences (TISS), Guwahati

A Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVG NLI) and Tata Institute of Social Sciences (TISS), Guwahati was signed by **Dr. H. Srinivas**, Director General of VVG NLI and Dr. D.K. Srivastava, Deputy Director of TISS, Guwahati on October 6, 2017 at Guwahati. The MoU was signed in the presence of **Shri Santosh Kumar Gangwar**, Hon'ble Minister of State (I/C) for Labour & Employment, Govt. of India; **Shri Pallav Lochan Das**, Hon'ble Minister of State (I/C) for Labour Welfare, Govt. of Assam and **Smt. M. Sathiyavathy**, Secretary, Ministry of Labour & Employment, Govt. of India.

Dr. H. Srinivas, in his welcome address outlined the features of MoU. He stated that the collaborative activities under the MoU will focus on organising joint training programmes for different social partners as well as research on various issues related to labour. Shri Santosh Kumar Gangwar in his message advised that the good collaborative work proposed to be done in the North Eastern states could also be replicated in the entire country so that all get benefited. Shri Pallav Lochan Das stated that labour laws applicable in other states may not be applicable in Assam due to



different local conditions. Hence, there is necessity to devise customized laws. He welcomed the MoU initiated by the Union Ministry of Labour & Employment. Smt. M. Sathiyavathy in her message outlined the activities of VVGNI and the formal collaboration the Institute has with the International Training Center of ILO, Turin; IIM Lucknow; CSSS, Kolkata; GIDR, Ahmedabad and other such national and international Institutes. She complimented VVGNI for its various activities and Director General, VVGNI and Director, TISS, Guwahati for the present collaboration. The MoU ceremony was attended by senior officials of the Labour Ministries of Govt. of India and State of Assam, ESIC and faculty and students of TISS, Guwahati. The programme was coordinated by **Dr. Otojit Kshetrimayum**, Associate Fellow and Coordinator, Centre for North East India, VVGNI.

### **Signing of Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC), Turin**

**Dr. H. Srinivas**, Director General, VVGNI headed the Indian delegation to attend the 80<sup>th</sup> Session of the Board of the International Training Centre(ITC), Turin, Italy which was held during October 26-27, 2017. On the sidelines of the Board Meeting, an addendum to the Memorandum of Understanding (MoU) was signed on October 27, 2017 by Dr. H. Srinivas, Director General, VVGNI and Mr. Yanguo Liu, Director of International Training Centre of the ILO for extending the duration of the present MoU by one year. The Director General, VVGNI and Director ITC also discussed about the activities conducted jointly by both the Institutions and the enormous scope to scale up the activities in future. Director General, VVGNI stated that ITC-ILO could explore the possibility of establishing regional training hubs in Asia, Sub-Saharan Africa, South America, etc. This would greatly help the ITC in conducting training programmes and expanding its reach in these regions. It is proposed that VVGNI of MoLE, GoI be considered for setting up as a Regional Centre of ITC-ILO in Asia. It was also suggested that possibilities could be explored for increasing the participation from Asia-Pacific region considering the fact that the region accounts for majority of the workforce in the world. It is also stated that it would be in the interest of all the social partners across the globe if the ITC-ILO could consider developing new programmes in areas like formalising the informal economy, initiation and operation of start-ups, promoting workers' empowerment along with enhanced enterprise efficiency, etc. **Dr. Ellina Samantroy**, Fellow, V.V. Giri National Labour Institute coordinated the signing of the MoU between both the institutions.

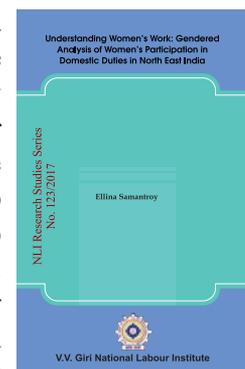


## **PUBLICATION**

### **Understanding Women's Work: Gendered Analysis of Women's Participation in Domestic Duties in North East India**

#### **NLI Research Studies Series No. 123/2017**

The present study tried to analyze the gendered dimensions of employment in North East India and explored the dynamics of women's work, thereby enabling a critical understanding about the reasons for gender differentials in the working lives of men and women. The north eastern society has portrayed tremendous diversity and certain social and cultural factors like perceptions of gender roles and division of work between men and women, access to certain occupations and prevalence of traditional customs determine women's entry into the labour market. Hence there is a need to recognize intra-household dynamics that influence allocation and distribution of resources and also determine the conditions for women's participation in labour market or income generating activities. In this context, there is an attempt to analyze women's unpaid work with specific emphasis on their participation in household and related activities (domestic duties) thereby exploring intra-household dynamics and role of socio and cultural norms, ethnic identities and regional disparities for interpreting gender relations in the household. The study has also tried to understand the inter-linkages between education, skill and labour market participation and provides policy recommendations for improving women's work and economic participation in the North East Region (NER). On the whole, the study highlights on gender sensitive approaches for improving women's participation in the labour market and addressing the larger concerns of gender equality.



## Skill Development of Youth in North East India: Way Forward NLI Research Studies Series No. 124/2017

Providing gainful and sustainable employment to the youth continues to remain as an important priority, particularly in developing economies which are witnessing major demographic transitions. Policies related to skill development as well as lifelong learning are construed as vital instruments to improve the employability and employment outcomes of the youth. The eight North Eastern States of India: Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Tripura & Sikkim having significant youth population face the challenge of youth unemployment.

This study was undertaken for the National Seminar on 'Youth and Skill Development in North East India' jointly organized by V.V. Giri National Labour Institute and Indian Council for Social Science Research, North Eastern Regional Centre, Shillong. The objectives of the study were to discuss the issues and prospects of skilling and up skilling of youth in North East India and to suggest roadmap for skill development of youth. The study argues in favour of a holistic approach for skill development of youth taking in to consideration the intra-region difference on account of topography, farm & non-farm sector, literacy & education level, skill training infrastructure, job preference of youth, traditional and modern occupations, self-employment and regular wage/salaried employment potential etc. The study also suggests that state governments in the region need to expedite the skill development activities in tandem with the national initiatives proactively involving social partners in the region towards providing employable skills to the youth. It also highlights some good practices in other economic development model focusing women workers. The study will be useful for the stakeholders like policy makers, government officials, practitioners, trade unions, NGOs and researchers working in the development sector especially relating to skill and youth employability.



## TRAINING PROGRAMMES

### INDUSTRIAL RELATIONS PROGRAMME (IRP)

**Fundamental of Labour Laws**  
**October 23-27, 2017**

This training programme aimed at equipping the participants with the context of labour legislation and recent labour jurisprudence. The objectives of the programme were: (i) to acquire the knowledge of substantive as well as procedural contents of industrial relation law; (ii) to have an understanding of social security legislations; (iii) to develop an insight into the wage law; (iv) to gather an understanding of the law relating to contract labour. There were fifty three participants drawn from various central PSUs and corporate sector and both employers' and workers side were represented. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

### CAPACITY BUILDING PROGRAMMES (CBP)

**Leadership Development Programme**  
**September 11-15, 2017**

The objectives of the training programme were: (i) to enhance leadership skills among the domestic workers; (ii) to provide awareness on national policy on domestic workers; (iii) to address issues pertaining to domestic workers; (iv) to increase communication skills among domestic workers. The training programme was attended by forty nine participants. **Dr. Shashi Bala**, Fellow was the Course Director.

**Strengthening Leadership Skills of Beedi Workers**  
**September 18-22, 2017**

The aim of the training programme was to enhance the capacity of the participants and inculcate leadership skills in them. The objectives were: (i) to impart knowledge and information about beedi industry in general and status of workers in particular; (ii) to enhance inter-personal communication; (iii) to discuss the legal protections in various labour legislations for beedi workers; (iv) to familiarize about the various aspects of welfare funds for beedi workers. The programme was attended by twenty six participants who were the organizers of beedi workers from different trade unions covering several states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## Gender, Poverty and Employment September 25-29, 2017

The objectives of the programme were: (i) to examine the inter linkage between gender, poverty and employment; (ii) to develop understanding about gender, informality and poverty; (iii) to understand gender and decent work perspective in poverty reduction; (iv) to sensitize the participants about development issues related to gender; (v) to enhance their capacity to understand and analyse gender dimensions in policy and planning; (vi) to discuss gender sensitive anti-poverty employment policies and programmes at the national and international levels. The training programme was attended by seventeen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## Leadership Development for the Organizers of Forestry Workers Representatives September 25-29, 2017

The major objectives of the programme were: (i) map the existing legal provisions that impinge on forest workers and the legal demands/ strategies that could be raised on that basis; (ii) provide a deeper understanding of how own-account forest workers can utilize existing legal provisions for promoting their livelihoods and achieving a fair return for their work; (iii) to discuss the umbrella legislations/state legislation being mooted for the informal sector workers and also identify best practices in laws and policies that can be scaled up for country wide adoption via the proposed web page on laws relating to the informal economy. This programme was attended by twenty seven participants from Maharashtra Building Construction Forest & Wood Workers Union (INTUC), Maharashtra. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## Migration and Development Issues and Perspectives October 03-06, 2017

This training programme was organised with the objective of enhancing the understanding of the linkages between migration and development. The specific objectives of the programme were: (i) to understand the concepts and theories relating to migration; (ii) to examine the emerging trends and patterns in migration in a globalizing economy; (iii) to discuss key components of contemporary migration policies; (iv) to analyse developmental potential of migration. The programme was attended by twenty three scholars and practitioners dealing with different dimensions of migration, research and policy. **Dr. Sanjay Upadhyaya**, Fellow and **Dr. S.K. Sasikumar**, Senior Fellow were the Course Directors.

## RESEARCH METHODS PROGRAMMES (RMP)

### Course on Methods in Historical Research on Labour September 11-15, 2017

The course aimed at familiarizing scholars and practitioners on techniques and methods in historical research on labour and labour relations. It aimed at enabling participants to understand the contemporary transformations in the world of work in a historical perspective and familiarize them with the different approaches to history of labour. The specific objectives of the programme were: (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 twenty two young researchers specialising in various aspects of labour history from different parts of the country. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



## CHILD LABOUR PROGRAMMES (CLP)

### Towards Effective Enforcement of Child and Adolescent Labour September 20-22, 2017

The objectives of the programme were: (i) to impart knowledge of substantive as well as procedural contents of child labour law; (ii) to identify possible challenges in enforcing amendments in the child labour Act and exploring remedial measures; (iii) to acquire sharper understanding of the enforcement process from Offence to Conviction towards

elimination of child labour; (iv) to equip with skills for converging efforts and services. A total of thirty five Assistant Labour Commissioners, Labour Enforcement Officers, Deputy Labour Commissioners, Labour Inspectors, Joint Labour Commissioners and Project Officers of Directorate of Labour participated in the programme from different districts and states. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

### **Ensuring Enrolment and Retention in Education for Addressing Child Labour** **October 25-27, 2017**

The objectives of the training programme were: (i) to develop understanding on the location-specific magnitude and incidence of child labour; (ii) to impart skills for identifying vulnerabilities and special needs of children rescued from work for educational rehabilitation; (iii) to equip participants with abilities to ensure enrolment and retention of rescued child labour mainstreamed in school education. A total of fifty five participants attended this programme representing members of School Management Committees, Members of Child Protection Committees, Self-help Groups, teachers of Government Schools and Volunteer Instructors of NCLP Special Training Centres. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

### **INTERNATIONAL TRAINING PROGRAMME** **Skill Development and Employment Generation** **September 04-22, 2017**

The above international training programme was conducted under the ITEC/SCAAP programme of the Ministry of External Affairs. The objectives of the programme were: (i) to understand the linkage between vocational educations and skill training with growth and employment; (ii) to acquire knowledge about the vocational education and training systems around the world and about its various components; (iii) to understand the challenge of employment generation and designing appropriate active labour market and skill development policies to meet those challenges. The programme was attended by twenty two government officers, policy makers, and university teachers from seventeen countries namely- Thailand, Nepal, Armenia, Egypt, Zimbabwe, Cameroon, Vietnam, Afghanistan, Srilanka, Armenia, Uzbekistan, Samoa, Niger, Mauritius, Jordan, Honduras, and Azerbaijan. **Dr. H. Srinivas**, Director General addressed the valedictory and distributed certificates to the participants. **Mr. P. Amitav Khuntia**, Associate Fellow, was the Course Director



### **Gender and Labour towards Empowering Women in Fragile States** **September 19-23, 2017**

As a part of the VVG NLI and ITC-ILO ongoing collaboration on the one-year International Training Programme on Employment Policies: 'Moving from Fragility to Resilience' for Afghan Nationals, the seventh module on 'Gender and Labour Towards Empowering Women in Fragile States' was conducted during September 19-23, 2017 at India Habitat Centre, New Delhi. The programme was attended by thirty five participants from Ministry of Labour Martyrs & Disabled (MoLSAMD), Workers organisations, Employers and Civil Society organisations from Afghanistan. Faculty members from ITC, Turin and VVG NLI coordinated the programme. During the closing ceremony, **Dr. H. Srinivas**, Director General, VVG NLI appreciated the methods, innovative approaches and the pedagogy used while imparting training in this programme. He also highlighted that the programme contributed towards building capacities in the formulation, implementation, monitoring and evaluation of employment policy initiatives in countries affected by fragility, widespread informality, limited participation of youth and high gender inequality. **Dr. Ellina Samantroy**, Fellow was involved as a resource person in the programme.



### **Enhancing Leadership Skills** **October 03-21, 2017**

This international training programme was conducted under the ITEC/SCAAP programme 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 develop positive attitudes towards work, superiors, peers and subordinate. The programme was attended by thirty delegates from twenty two countries, such as Afghanistan, Argentina, Armenia, Bhutan, Botswana, Egypt, Ethiopia, Fiji, Honduras, Indonesia, Iraq, Kenya, Malawi, Mauritius, Niger, Nigeria, Oman, South Sudan, Sri Lanka, Tajikistan, Uzbekistan and Zambia. Eminent faculty members of the institute, other Institutions, Organizations and Universities were invited to interact with the delegates. The delegates expressed their appreciation and satisfaction with the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.



## **NORTH-EASTERN STATES PROGRAMMES (NEP)**

### **Social Protection and Livelihood Security**

**October 09-13, 2017**

The major objectives of the programme were: (i) to familiarize participants with the social protection programmes of North Eastern states; (ii) to understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood; (iii) to discuss the role of government, trade unions and community leaders for initiating rural livelihood protection programmes. The programme was attended by twenty one participants from various organizations. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

### **Gender, Work and Social Protection**

**October 23-27, 2017**

The aim of the programme was to develop an understanding about the linkages between gender, work and social protection and enlighten the participants about the inequalities prevalent in the world of work. The major objectives of the programme were: (i) to develop a conceptual understanding about gender, work and social protection; (ii) to sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (iii) to understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iv) to address the issues of women's unpaid work care work and other domestic responsibilities in informing policies on social protection; (v) to understand the different social protection programmes/schemes and good practices that promote employment both at national and international levels; (vi) to 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. This training programme was designed for the Government Officials, Leaders from Central Trade Unions and Civil Society Representatives and was attended by twenty participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

## **COLLABORATIVE TRAINING PROGRAMMES (CTP)**

### **Effective Enforcement of Labour Laws in Unorganised Sector (SLI, Odisha)**

**September 04-06, 2017**

This programme was jointly organized by V.V. Giri National Labour Institute and State Labour Institute, Odisha. The programme aimed at equipping labour officers with skills of dealing with enforcement of labour laws in unorganized sector. The objectives of the programme was: (i) to understand the fundamentals of labour laws and contemporary industrial relations issue; (ii) to have knowledge of substantive as well as procedural contents of different labour laws; (iii) to acquire sharper understanding of the enforcement process in unorganized sector. There were twenty five participants comprising of trade



union representatives, labour department enforcement officials and representatives from NGOs working for the workers in unorganized sector. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

### **Emerging Perspective on Gender, Labour Laws and International Labour Standards (SLI, Odisha) September 05-07, 2017**

This programme was jointly organized by V.V.Giri National Labour Institute and State Labour Institute, Odisha. The major objectives of the programme were: (i) to provide an overview of gender and the labour market; (ii) to analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc; (iii) to 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; (iv) to sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace; (v) to understand the various international labour standards/international instruments and good practices on gender equality; (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 programme was designed for the Government Officials, Union Leaders from Central Trade Unions and civil society representatives and as attended by thirty seven participants from the labour departments, trade unions and civil society organisations. **Dr. Ellina Samantroy**, Fellow was the Course Director.



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### **Social Security for Informal Sector Workers (SLI, Odisha)**

**September 05-07, 2017**

This programme was organized by V.V.Giri National Labour Institute in collaboration with State Labour Institute, Odisha at Bhubaneswar. The programme aimed to orient the participants about the existing social security provisions for workers in India as well as the international standards. The major objectives of the programme were: (i) to discuss key issues and concerns of workers in the unorganised sector; (ii) to acquaint the participants with the concept of social security and the need for social security provisions for workers in the unorganised sector; (iii) to acquaint participants with select labour laws and social security provisions for workers in the unorganised sector; (iv) to discuss the challenges in implementing social security programmes and strategies for overcoming the problems; (v) to familiarize participants with different micro level social security schemes and programmes. The programme was designed for the Government Officials and representatives trade unions and was attended by thirty three representatives from the Labour Department and trade unions from different parts of Odisha. **Dr. Ruma Ghosh**, Fellow coordinated this training programme.



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### **Training Workshop on Effective Implementation of National Child Labour Project September 06-07, 2017**

The objectives of the programme were: (i) to impart skills for organising and co-ordinating child labour survey; (ii) to equip participants with abilities for forging convergence among various schemes focusing on child labour families; (iii) to develop understanding on multi-pronged strategy of NCLP and the amendments in CAL(PR) Act 1986. A total of one eighty nine Project Directors participated in the programme from several districts/states. Shri Rajeev Arora, Joint Secretary, Ministry of labour & Employment, GoI, inaugurated the programme. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.



## Changing Industrial Relations and Labour Administration (SLI, West Bengal) September 06-08, 2017

This programme was organized by V.V.Giri National Labour Institute in collaboration with State Labour Institute (SLI), West Bengal at Kolkata. The programme aimed to equip the labour administrators to deal more effectively with changing relations in context of globalization. The objectives of the programme were: (i) to understand and analyze the major components of globalization that affect employment relations; (ii) to examine the emerging issues and challenges in industrial relations and relate it to labour administration; (iii) to share experiences on responses of labour administration to transformations in employment relations. There were twenty five participants comprising middle level labour administrators and trade union representatives. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.



## Quantitative and Qualitative Methods in Labour Research (MGLI, Ahmedabad) September 18-22, 2017

This programme was organized by V.V.Giri National Labour Institute in collaboration with Mahatma Gandhi Labour Institute (MGLI), Ahmedabad. The programme aimed at strengthening the understanding various social science research methods. The main objectives of the programme were: (i) to understand the various concepts and theories related to labour segmentation; (ii) to familiarize the major sources of data collection (primary and secondary); (iii) to explain the applicability of various qualitative and quantitative methods used for labour research; (iv) to acquire knowledge on the major statistical packages used in labour research. The programme was designed for research scholars and academicians pursuing labour studies. The training programme was attended by thirty five participants. **Dr. Shashi Bala**, Fellow and **Dr. Misha Vyas**, Assistant Professor, MGLI were the Course Directors.



## National Conference on Child Labour September 26, 2017

The National Conference on Child Labour was organised by the Ministry of Labour and Employment with support from V.V. Giri National Labour Institute on September 26, 2017 at the Pravasi Bhartiya Kendra (PBK), New Delhi under the Chairmanship of Hon'ble Minister for Labour and Employment **Shri Santosh Gangwar**. On this occasion the PENCIL Portal was launched and the Standard Operating Procedure (SOP) was released by the Hon'ble Home Minister **Shri Rajnath Singh**. This occasion was also graced with the presence of Noble Laureate **Shri Kailash Satyarthi** and many other State Ministers, Government Officials, Officials of the ILO, UNICEF, other international organisations and representatives of Civil Society Organisations. The deliberations of the conference focused on sensitising the State Governments, NCLP staff and other stakeholders about the amendment in Central Rules on Child and Adolescent Labour, amendment in the Schedule of Hazardous occupation, processes and about the ratification of ILO Conventions 138 and 182. **Dr. H. Srinivas**, Director General, V.V.Giri National Labour Institute made a presentation on 'Issues in Enforcement of Child Labour Law: Role of V. V. Giri National Labour Institute'.



## Labour Reforms in India: Perspective and Challenges (MGLI, Ahmedabad) October 05-07, 2017

The programme aimed at enhancing the understanding of the process of labour reforms opportunities and challenges relating to labour-management relations in a globalising economy. The objectives of the training programme were: (i) to understand and analyze the major components of that affect labour reforms; (ii) to examine and respond to the emerging issues and challenges in industrial relations and trade unionism in a globalizing economy; (iii) to learn and share experiences on new forms of labour management practices. There were forty five participants comprising trade union representatives, labour department officials and research scholars. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.



## Skill Development for Youth Employability and Entrepreneurship (NCDS, Bhubaneswar) October 09-13, 2017

This programme was jointly organized by V.V.Giri National Labour Institute and Nabakrushna Choudhury Centre for Development Studies at Bhubaneswar. The objectives of the programme were: (i) to understand the world of work and decent employment; (ii) to situate the importance of skill development for employability in general and for youth in particular in the emerging economy (iii) to familiarize the participants with skill development avenues and initiatives (iv) to enable the participants to play larger role for the skill development of the youth of the nation along with enhancing individual capacity. Thirty seven students of Social Sciences and Management from eight Universities of Odisha participated in this programme. Professor Srijit Mishra, Director of NCDS addressed the valedictory and distributed certificates to the participants. Dr C.R. Das was the coordinator from NCDS.



**Mr. P. Amitav Khuntia**, Associate Fellow, VVGNI was the Course Director.

## INHOUSE TRAINING PROGRAMME

### Managing Work Effectively: A Behavioural Approach for the Officials of National Fertilizers Limited October 09-13, 2017

The above programme was focused on enhancing behavioural skills of the participants. The broad objective was to acquaint with soft skills so that they could play an effective role for strengthening their organizations and work effectively. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by twenty nine participants from different branches of the National Fertilizers Limited covering different states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Director General, Dr. H. Srinivas

- Delivered the Key Note Address on “Multi-Stakeholder Capacity Building for Prevention and Elimination of Child Labour” in the Training Programme on Effective Implementation of National Child Labour Project on September 6, 2017 held at V.V. Giri National Labour Institute, NOIDA, Uttar Pradesh. The training programme was attended by 189 participants from different States of the country. Shri Rajeev Arora, Joint Secretary, Ministry of Labour & Employment, Govt. of India inaugurated the training programme.
- Addressed the tripartite delegation from Afghanistan during their Study Visit to VVGNI, NOIDA on September 21, 2017 as part of the one year collaborative training programme of International Training Centre – V.V. Giri National Labour

Institute (ITC-VVGnLI) on “Employment Policies: Moving from Fragility to Resilience” held at India Habitat Centre, New Delhi.

- Delivered Special Address to the tripartite delegation from Afghanistan in the Closing Ceremony of the collaborative training programme of ITC-VVGnLI on “Employment Policies: Moving from Fragility to Resilience” on September 23, 2017 held at India Habitat Centre, New Delhi.
- Addressed the Delegates as a panelist on the topic “Issues in Enforcement of Child Labour Law: Role of V.V. Giri National Labour Institute in the National Conference on Child and Adolescent Labour held on September 26, 2017 at Pravashi Bhartiya Kendra, Chankyapuri, New Delhi.
- Signed a Memorandum of Understanding to facilitate collaborative research, training and academic activities related to labour and employment issues with Tata Institute of Social Sciences, Guwahati on October 6, 2017 in the presence of Shri Santosh Kumar Gangwar, Hon’ble Minister for Labour & Employment (Independent Charge), Govt. of India, Shri Pallab Lochan Das, Hon’ble Minister for Labour & Welfare, Govt. of Assam and Smt. M. Sathiyavathy, Secretary, Labour & Employment, Govt. of India.
- Addressed the tripartite delegation from Afghanistan in the Closing Ceremony of the collaborative training programme of ITC-VVGnLI on “Employment Policies: Moving from Fragility to Resilience” on October 20, 2017 held at India Habitat Centre, New Delhi along with Ms. Panudda Boonpala, Director, International Labour Organization Country Office for India and Decent Work Technical Support Team (DWT) for South Asia.
- Attended the 80th Session of the Board of the International Training Centre of International Labour Organization (ITC-ILO) on October 26-27, 2017 held at Turin, Italy, nominated by the Ministry of Labour & Employment, Govt. of India. On the sidelines of the Board Meeting of ITC-ILO, a Memorandum of Understanding (MoU) was signed by Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute (VVGnLI) and Mr. Yanguo Liu, Director of ITC of the ILO extending the duration of the present MoU by one year upto October 30, 2018 as an addendum to the existing MoU between VVGnLI & ITC-ILO due to expire on 30<sup>th</sup> October, 2017. The Director General, VVGnLI and Director, ITC also discussed about the activities conducted jointly by both the institutions and the enormous scope to scale up the activities in future.

### **Professional Engagements of Faculty Members**

#### **Dr. S.K. Sasikumar, Senior Fellow**

- Made a Keynote Presentation on ‘Effective Job and Skill Matching in Cross Border Migration: Case of Gulf-Asia Corridor’ at the Inter-Regional Consultation on Labour Migration and Mobility from Asia and Africa, International Labour Organisation, Beirut, Lebanon, October 4-5, 2017
- Resource Person in the ‘Eighth Module of the One Year Training Programme on Employment Policies for Afghanistan Officials’ jointly organised by International Training Centre of International Labour Organisation, Turin and V.V. Giri National Labour Institute, New Delhi, October 16-20, 2017
- Discussant, EU-India Dialogue on Migration and Mobility organised by International Labour Organisation and the International Centre for Migration Policy Development, New Delhi, September 26, 2017
- Attended the Working Group Meeting on ‘Employment and Labour Law Regulations’, NITI Aayog, New Delhi, September 25, 2017
- Attended the Expert Meeting of the High Level Consultation of Labour and Employment, NITI Aayog, New Delhi, October 10, 2017
- Attended the ‘Consultative Committee Meeting on Decent Work Country Programme (2013-2017), India Review and Formulation of Decent Work Country Programme (2018-2022)’ New Delhi, October 12, 2017

#### **Dr. Helen R. Sekar, Senior Fellow**

- Participated in the National Conference on Child Labour held on September 26, 2017 at Pravasiya Bhartiya Kendra, New Delhi. During the Conference, the PENCIL Portal was launched by Shri Rajnath Singh, Hon’ble Minister for Home Affairs. Shri Santosh Gangwar, Hon’ble Union Minister, Labour and Employment, presided over the function and Shri Kailash Satyarthi, Nobel Laureate, was the Guest of Honour.

#### **Dr. Ruma Ghosh, Fellow**

- Attended the 5<sup>th</sup> Meeting of the Steering Committee on HIV/AIDS and the World of Work organized by Ministry of Labour and Employment for the different Stakeholders on October 4, 2017.
- Panelist in a discussion on “Migration Pattern and Trend in Brick Kilns of Rajasthan” in the Dissemination Workshop: Sharing the Findings of Research Studies under the Project ‘Empowering CSOs for Decent Work and Green Bricks in India’s Brick Kilns’ organized by Centre for Education and Communication, Prayas and terre des hommes.

### Dr. Anoop Satpathy

- Attended as an expert in 'International Productivity Forum', organized jointly by Asian Productivity Organization (APO) and Malaysia Productivity Corporation (MPC), Kuala Lumpur, Malaysia during September 12-14, 2017.
- Attended 12<sup>th</sup> Meeting of the Expert Group on Informal Sector Statistics (Delhi Group) and presented Country Case Study on 'Informal Economy in India: Dimensions and Challenges' at International Labour Organization (ILO), Geneva, Switzerland, during October 2-3, 2015.

### Dr. Ellina Samantroy, Fellow

- Participated as a member of Indian Delegation to attend the 80<sup>th</sup> Session of the Board Meeting of International Training Centre of ILO, Turin, Italy from October 26-27, 2017 at International Training Centre (ITC-ILO), Turin, Italy.
- Coordinated the signing of the Addendum to the Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC), of the ILO on October 27, 2017 at Turin, Italy.
- Participated as a resource person in the Seventh Module on 'Gender and Labour Towards Empowering Women in Fragile States' of the One Year Training Programme on Employment Policies for Afghanistan Officials jointly organised by International Training Centre of International Labour Organisation, Turin and V.V. Giri National Labour Institute, New Delhi during September 19-23, 2017 at the India Habitat Centre, New Delhi.
- Organised a study visit for the Afghan Delegation as a part of the Seventh Module on 'Gender and Labour Towards Empowering Women in Fragile States' of the One Year Training Programme on Employment Policies: Moving from Fragility to Resilience for Afghan Nationals on September 21, 2017 at the V.V.Giri National Labour Institute, Noida.
- Participated in a 'National Conference on Child Labour' on September 26, 2017 organised by Ministry of Labour and Employment Government of India at Pravasi Bharatiya Kendra, Chanakyapuri, New Delhi.

### Mr. P. Amitav Khuntia, Associate Fellow

- Took five sessions and also addressed the Inaugural and Valedictory sessions in the VVGNI-NCDS collaborative programme 'Skill Development for Youth Employability and Entrepreneurship at Bhubaneswar' during October 9-13, 2017.

### Dr. Otojit Kshetrimayum, Associate Fellow

- Submitted a report on the study on 'Outcome Review of the Plan Scheme of Office of the Chief Labour Commissioner (Central)' commissioned by the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, Govt. of India on September 4, 2017.
- Coordinated the signing of Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVGNI) and Tata Institute of Social Sciences (TISS), Guwahati by Dr. H. Srinivas, Director General of VVGNI and Dr. D.K. Srivastava, Deputy Director of TISS, Guwahati on October 6, 2017 at Guwahati in the presence of Shri Santosh Kumar Gangwar, Hon'ble Minister of State (I/C) for Labour & Employment, Govt. of India; Shri Pallav Lochan Das, Hon'ble Minister of State (I/C) for Labour Welfare, Govt. of Assam and Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment, Govt. of India.
- Presented a paper on 'Shamanic Traditions in Korea and Manipur: Interrogating Women's Power and Autonomy' in the International Seminar *Act East: Transitions in India's Engagement with South Korea* organised by Researchers' Association for the Study of Korea in Jamia Millia Islamia, Centre for Information and Technology Conference Hall on 13<sup>th</sup> and 14<sup>th</sup> October, 2017.
- Participated as a resource person in the workshop on "Youth, Employment and Development in North East India" organised by the North East Cell, Dr. Bhim Rao Ambedkar College, University of Delhi on October 30, 2017.



एक कदम स्वच्छता की ओर

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**V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA**

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