



इन्द्रधनुष Indradhanush

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FROM THE DIRECTOR GENERAL'S DESK

Women Workers and Labour Codes in India

The concept of equality in terms of employment and equal protection before law has been enshrined in the constitutional provisions of the country. The government of India is committed to promoting gender justice and women empowerment through several legislative initiatives. The First National Commission on Labour (NCL) 1969 had recognized the need for protective legislations for promoting women's employment and ending discrimination in work. Drawing inspiration from the ILO Conventions, the Commission had emphasized on the need for effective implementation of these legislations. The 2nd National Commission on Labour (NCL) had also recognized the need to provide special attention to women workers along with overall labour protection and welfare of workers. The labour regulations for ensuring employment protection, better working conditions, access to social security, equal pay, work family balance, skill enhancement, upward mobility, addressing discrimination and harassment, etc, are important preconditions for the sustenance of women in employment for a longer period. Special provisions for protection of rights of women workers were introduced in the new labour codes which were passed in the Parliament during 2019-20. The new codes envisioned simplification on procedures, better compliance, ease of doing business and above all promotion of welfare of workers. In the process, 29 central acts were subsumed into four labour codes namely; (i) The Code on Wages 2019, (ii) Code on Social Security 2020 ;(iii) The Industrial Relations Code 2020; and the (iii) The Occupational Safety, Health and Working Conditions Code (OSH),2020 which is indeed a significant reform in India's regulatory framework towards employment protection and ensuring workers' rights.

The Code on Wages 2019 subsumes the Equal Remuneration Act (ERA) 1976 along with the Payment of Wages Act 1936, The Minimum Wages Act 1948 and the Payment of Bonus Act 1965. The Code provides for constitution of Central Advisory Board and State Advisory Boards and stipulates that at least one-third members shall be women. The Code on Social Security 2020 subsumes the Maternity Benefit Act 1961 which was amended in 2017 to enhance maternity leave for a period of 26 weeks from the earlier 12 weeks. The amendment exceeds the maternity protection of 14 weeks enshrined in International Labour Organisation's Maternity Protection Convention 183, 2000 and its accompanying Recommendation (No.191) that promotes the optimal maternity leave to be at least 18 weeks.

The new amendment under Section 11 A of the Social Security Code has included several gender sensitive provisions like mandatory creche facilities for establishments with 50 or more employees, provisions for work from home (flexible working) and leave provisions extended to surrogate as well as adoptive mothers. Even the Industrial Relations Code 2020 has included Fixed Term Employment (FTE), wherein regular employment contracts are promoted for all workers and the benefits are at par with the permanent employees including provision of gratuity with continuous service of one year. This provision can address informality to a large extent where women workers are mostly engaged and can enhance their access to social security.

The Occupational Safety Health and Working Conditions (OSH) Code 2020, that consolidates 13 laws has introduced special provisions for women workers and also extends to both contract workers and migrant workers. The code has introduced night work for women wherein consenting women shall be entitled to work before 6.am and beyond 7.00 pm subject to conditions related to safety, holidays and working hours. The OSH Code has also introduced a provision of creche facilities for Micro Small and Medium Enterprises (MSME). The provisions for women workers in the new labour codes can contribute immensely towards employment protection and encouraging women to participate in the labour force. The reforms were much awaited and can boost employment and industrial growth.



SPECIAL EVENTS

Signing of Memorandum of Understanding (MoU) between Indian Navy and V.V. Giri National Labour Institute, NOIDA (April 29, 2024)

The MoU between the Indian Navy and V. V. Giri National Labour Institute signifies a landmark moment in nurturing cooperation between defence and labour sectors, paving the way for synergistic efforts in workforce development and capacity building. An MoU was signed between the Indian Navy and V.V.Giri National Labour Institute on 29 April 2024 at the institute. The programme was attended by Indian Navy and VVGNI faculty and officers. The event was co-ordinated by Dr. Shashi Bala, Senior Fellow, VVGNI and Shri. Aman Rajput, INMMS/IES, Joint Director, SNSO (Training), NHQ/ DCP, Indian Navy.



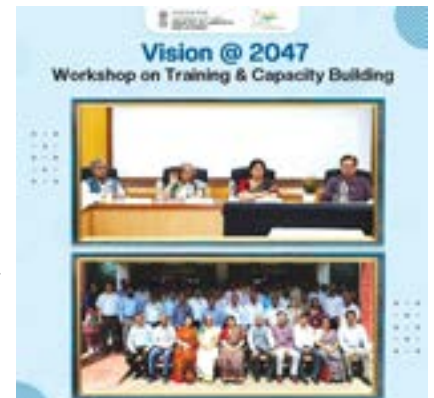
Panel Discussion on Addressing Skill Gap (May 10, 2024)

The VVGNI organised a panel discussion on Addressing Skill Gap on 10 May, 2024 at the institute. The discussion aimed at equipping the participants with emerging issues and concerns in women's sustainable skill development. The event was attended by 18 participants representing central trade unions representatives, skill development institutes, NGOs. Dr. Shashi Bala, Senior Fellow was the Course Director.



Vision @ 2047: Workshop on Training & Capacity Building Labour Reforms: Code on Wages, 2019 for the Officials of Ministry of Labour and Employment (May 16, 2024)

V. V. Giri National Labour Institute organised Vision@2047: Workshop on Training & Capacity Building for labour reforms on 16 May 2024. The workshop was chaired by Secretary, M/o Labour & Employment, GoI Smt. Sumita Dawra with the participation of 70 senior officers of the Ministry from EPFO, Employees' State Insurance Corporation, Directorate General Labour Welfare, Labour Bureau, Office of the Chief Labour Commissioner, Directorate General Factory Advice Service and Labour Institutes, VVGNI, Shramik Shiksha DTNBWED, Directorate General Of Mines Safety (DGMS). **Dr. Ellina Samantroy**, Fellow coordinated the workshop.



Workshop on Labour and Development for Students of NSSTA (May 17, 2024)

VVGNI in collaboration with NSSTA conducted a One Day Workshop on Labour and Development for Officers of Indian Statistical Services (ISS) of 46th Batch on 17 May, 2024. The aim of the workshop was to make the participant understand labour market and perspectives on development, official database on labour, gender and labour for development. The workshop was attended by 30 probationers. The workshop was coordinated by **Mr. P. Amitav Khuntia**, Associate Fellow.



PUBLICATION

E-rural Camp Labour Codes & Enhancing Sensitivity towards Gender Parity NLI Research Studies Series No. 160/2023

In the rural economy, women play a vital role as farmers, wage earners, and business owners. Indigenous women play a vital role as keepers of traditional knowledge, which is essential for their communities' livelihoods, resiliency, and culture. This report aims to uncover the underpinning status of women in agriculture.

The study aims to understand the gender and its inter-linkages with productive employment/ contribution to the economy. It further emphasizes to explore the difficulties faced by the respondents and to discuss the legal framework, Labour codes and Gender Responsive Budgeting in India. The study is an attempt to promote and implement a fair and equitable approach toward gender dimensions.



TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Induction Training Programme for Assistant Labour Officers (ALO) of Odisha Government (January 03-04, 2024)



The programme aimed at enhancing leadership skills, improving communication abilities, and a deeper understanding of labour codes and issues, empowering participants to more effectively address labour challenges in their roles. The programme was attended by 77 newly recruited Assistant Labour Officers (ALOs) of Gopabandhu Academy of Administration, Government of Odisha. **Dr. Ellina Samantroy**, Fellow and **Dr. Manoj Jatav**, Fellow were the Course Directors.

Strengthening Awareness on Labour Laws and Labour Codes (May 20-24, 2024)

The programme aimed at providing basic understanding to the participants with regard to the broad scheme, fundamentals and key features of labour laws and labour codes and the draft rules framed thereunder. The programme was attended by 10 participants representing Industry personnel and trade union representatives from public and private sector organisations. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Understanding of Procedural and Legal Aspects pertaining to Domestic Enquiry (April 08-12, 2024)

The programme aimed at equipping the participants with the understanding of procedural and legal aspects of domestic enquiry. The programme was attended by 04 participants representing HR Officials, Enquiry Officers, Presiding Officers, disciplinary authorities and other officers involved in handling domestic enquiry matters along with trade union leaders. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Awareness Building on Laws regarding Labour and Employment in India: Special focus to New Labour Codes (April 15-19, 2024)

The programme aimed at enhancing awareness building on laws regarding labour and employment in India with special focus to new labour codes. The programme was attended by 12 participants representing management personnel and representatives of Trade Unions/Associations/Federations from Government, Public and Private Sector Undertakings. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Enhancing Work Proficiency (June 24-28, 2024)

The programme aimed at making the participants aware of the importance of work proficiency to achieve personal and organizational goals. The programme was attended by 07 participants representing management personnel and plant level trade union leaders from government establishments, public and private sector undertakings. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



CAPACITY BUILDING PROGRAMMES (CBP)

Leadership Development Programme for Domestic Workers (April 08-12, 2024)

The programme aimed at equipping the participants migrating from rural to urban areas in search of employment and working as unskilled domestic workers. The programme was attended by 13 participants representing domestic workers. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Orientation Training on Labour and Development (April 15-19, 2024)

The programme aimed at making the participants understand the linkage between labour and development, discuss various issues and familiarize with initiatives to address the issues. The programme was attended by 23 participants representing master degree students, PhD scholars and development professionals from various universities and institutions of India. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



New Labour Codes: Issues and Perspectives (April 22-26, 2024)

The programme aimed at providing an understanding and orientation to the participants with regard to key issues and perspectives pertaining to new labour codes. The programme was attended by 12 participants from the trade unions. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



Social Media Management (April 29-May 01, 2024)

The programme aimed at providing foundational understanding of social media platforms, their features, and their role in contemporary communication with reference to development communication. The programme was attended by 18 participants representing young professionals and aspiring social media professionals. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



Gender and Migration (May 06-10, 2024)

The programme aimed at strengthening the stakeholders' understanding of migration through a gender lens and provided an understanding of the labour codes and protection of migrant workers. The programme was attended by 34 participants representing government officials, union leaders from central trade unions, researchers and civil society representatives. **Dr. Ellina Samantroy**, Fellow was the Course Director.



Developing Skill Development Strategies for Women Workers in the Informal Economy (May 06-10, 2024)

The programme aimed at equipping the participants with skill development strategies in informal sectors. The programme was attended by 18 participants representing central trade unions representatives, skill development institutes, NGOs. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Gender and Labour Laws: National and International Perspectives (May 13-17, 2024)

The programme aimed at sensitizing the participants about the inequalities prevalent in the world of work and enabled the participants to develop an understanding of the existing legal provisions and international labour standards for ensuring equality in the workplace. The programme was attended by 48 participants representing government officials, trade unions representatives, researchers and civil society representatives. **Dr. Ellina Samantroy**, Fellow was the Course Director.





Capacity Building Programme for Trade Unions & Civil Society (May 20-24, 2024)

The programme aimed at enhancing organisation building capacity of the trade unions & civil society representatives. The programme was attended by 33 participants representing government officials, representatives of workers' employers' organizations and civil society representatives. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Capacity Building in Career Development (May 27-31, 2024)

The programme aimed at equipping the participants with challenges and opportunities in the learning process and world of work including the emergence of Fourth Industrial Revolution (4IR or Industry 4.0) and insights on New Education Policy. The programme was attended by 13 participants representing faculties/teachers from colleges and higher secondary schools. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



Capacity Building Programme on Trade Union Leaders (Dattopant Thengadi) (June 10-12, 2024)

The programme aimed at empowering rural organizers from trade unions. The programme was attended by 25 participants representing state and district level rural trade union representatives from central trade unions working in the rural unorganised sector. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Social Security for Unorganized Sector Workers: Unique Practices (June 18-21, 2024)

The programme aimed at enhancing understanding among participants of comprehensive social security systems and the development of innovative, rights-based approaches to providing social security for unorganised workers. The programme was attended by 43 participants representing organisations working for unorganised sector workers. **Dr. Manoj Jatav**, Fellow was the Course Director.



Gender and Labour Issues (June 19-21, 2024)

The programme aimed at strengthening the understanding of participants on gender and labour issues and provided an insight into the legislative provisions for women workers. The programme was attended by 27 participants representing government officials, trade unions representatives, researchers and civil society representative. **Dr. Ellina Samantroy**, Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Research Methods on Labour History (June 24-28, 2024)

The programme aimed at enabling the participants to understand contemporary transformations in the world of work in a historical perspective and familiarize them with the different approaches to history of labour. The programme was attended by 17 participants representing research scholars, young teachers of universities/colleges/research institutions and practitioners interested in history of labour and labour market theories. **Dr. Dhanya MB**, Fellow was the Course Director.





NORTH-EASTERN STATES PROGRAMMES (NEP)

Leadership Development Programme for North Eastern States (April 29-May 03, 2024)

The programme aimed at enhancing the leadership skills of trade union representatives from North-Eastern States. The programme was attended by 30 participants representing trade union leaders from central trade unions and representatives of NGOs from the North-Eastern States of Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Tripura and Sikkim. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Gender, Work and Social Protection for the North Eastern Region (June 24-28, 2024)

The programme aimed at developing an understanding about the linkages between gender, work and social protection and enlighten the participants about the different social protection programmes/schemes and good practices that promote employment for women. The programme was attended by 36 participants representing government officials, leaders from central trade unions and civil society representatives. **Dr. Ellina Samantroy**, Fellow was the Course Director.



COLLABORATIVE TRAINING PROGRAMMES (CBP)

Research Methods in Rural Development (Loyala College) (May 13-17, 2024)

The programme aimed at strengthening the participants' skill on research methods in rural development. The programme was attended by 25 participants representing students and academicians working in the area of rural development. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



THEMATIC TRAINING PROGRAMME (TTP)

Training Programme on How to Conduct Research (June 04-06, 2024)

The programme aimed at providing participants with a comprehensive understanding of the research process and its various components. The programme was attended by 18 participants representing masters' students and researchers from universities and colleges/research institutions. **Dr. Dhanya MB**, Fellow was the Course Director.



STUDY VISIT

Study Visit of Domkal Law College (April 22, 2024)

The VVGNI organised a study visit for the students of MAB Institute of Judicial Science, Domkal, Murshidabad, West Bengal. The programme was attended by 22 Students and Faculty of 5-Year B.A.LLB Course who visited the institute. **Mr. P. Amitav Khuntia**, Associate Fellow coordinated the visit.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Sanjay Upadhyay, Senior Fellow

- Presented on the 'Analytical Assessment of Similarities and Variations in the Rules under the Code on Wages, 2019 framed by Central and various States Governments' in a meeting on the Preparedness for Implementation of New Labour Codes and the status of Rules, chaired by the Secretary, Labour & Employment on April 18, 2024 at the Ministry of Labour and Employment, New Delhi.
- Delivered a lecture on 'Labour Laws and Labour Codes in India' on the occasion of Labour Day on May 1, 2024 for the DRDO Officers at New Delhi.
- Presented on 'Comparative Analysis of Rules of the Central and State Governments under Code on Wages, 2019 and the Code on Occupational Safety, Health and Working Conditions, 2020' in the Capacity Building Workshop on Labour Reforms on May 16, 2024 organised by VVGNNLI.
- Drafted the comprehensive proposal for the proposed PG Diploma on Industrial Relations, Labour Laws and Personnel Management of the Institute during May, 2024.
- Delivered an online lecture on 'Labour Laws and Labour Codes: An Overview' on June 5, 2024 for the trainees of the Foundation Course for ITS and IRRS Officers undergoing Training at Haryana Institute of Public Administration, Gurugram.
- Delivered an online lecture on 'Industrial Relations Code, 2020 and Draft Central Rules: An Overview' on June 10, 2024 for the trainees of the Foundation Course for ITS and IRRS Officers undergoing Training at Haryana Institute of Public Administration, Gurugram.
- Attended the BOCW Monitoring Committee meeting on June 20, 2024 chaired by Secretary, Labour & Employment at the Ministry of Labour & Employment, New Delhi.

Dr. Ruma Ghosh, Senior Fellow

- Expert Member of the Research Advisory Committee (RAC), Social Security and Pensions, Pandit Deendayal Upadhaya National Academy of Social Security (PDNASS) from April 2, 2024
- Facilitated MoLE with regard to the preparation of welfare schemes for platform workers (April- May, 2024)
- Facilitated accreditation of the Institute by Capacity Building Commission on May 14, 2024.

Dr. Ellina Samantroy, Fellow

- Attended a meeting to 'Review the Preparedness of Implementation of Occupational Safety Health & Working Conditions Code, 2020' on April 05, 2024 at Shram Shakti Bhawan, New Delhi.
- Attended the First online meeting of the BRICS Network of Scientific Research Institutes of Labour on April 09, 2024 organised by All-Russian Scientific Research Institute of Labour of the Ministry of Labour and Social Protection, Russian Federation.
- Invited speaker in a Webinar (Labour Dialogue) on 'Occupational Safety & Health for the Workers in Global Value Chains' on April 12, 2024 organised by Centre for Education and Communication, New Delhi.
- Contributed a chapter in the book 'Ways of Being Indian' and attended the launch of the book on April 18, 2024 at Jawaharlal University, New Delhi.
- Speaker in the IWWAGE Bi-Monthly seminar on 'Capturing Women's Work through Time Use Surveys and Implications for Policy on April 22, 2024 at Hauz Khas, New Delhi.
- Attended a meeting on The Maternity Benefit Act on May 25, 2024 at the Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.
- Attended a meeting of BOCW Monitoring Committee on June 20, 2024 at the Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.
- Attended a meeting under the Presidentship of Hon'ble Union Minister of Labour & Employment, Dr. Mansukh Mandviya on June 25, 2024 at the Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.



Dr. Dhanya M.B, Fellow

- Delivered a presentation on ‘Platform Employment in India’ on April 9, 2024 at the BRICS Network of Labour Research Institutes’ online meeting, hosted by the All-Russia Scientific Research Institute of Labour of the Ministry of Labour and Social Protection of the Russian Federation under the 2024 Russian presidency,
- Presented ‘Transformations in the World of Work: Emerging jobs in the Future of Work’ on April 26, 2024 in the DG(E) Task Force Meeting formed to study the Rise of Automation and Emerging Jobs in Future of Work held under the Chairmanship of Additional Secretary, Directorate General of Employment at Ministry of Labour & Employment, New Delhi.
- Attended a meeting on April 5, 2024 chaired by the Secretary of the Ministry of Labour & Employment on employment issues at Ministry of Labour & Employment, New Delhi.
- Delivered a lecture on ‘Gender Issues in Work and Labour Market’ on May 6, 2024 for the officers of Regional P.F. Commissioners and Assistant P.F. Commissioners of Employees Provident Fund Organisation of MoLE at Pandit Deendayal Upadhyaya National Academy of Social Security (PDNASS), New Delhi.
- Delivered a lecture on ‘Gender Mainstreaming and Budgeting’ on May 6, 2024 at Pandit Deendayal Upadhyaya National Academy of Social Security (PDNASS).
- Invited as a Speaker at the Roundtable discussion on ‘Pivotal role of Bike-Taxis in India’s Mobility Landscape’ on May 9, 2024 organised by IAMAI in collaboration with Uber India, at the Taj Mahal, New Delhi
- Attended the online conference on ‘Revolutionizing skill Development: India’s sector skills’ on May 28, 2024 organized by ILO in collaboration with World Bank and UNESCO.
- Delivered a session on ‘the Startup Journey of India’ on May 29, 2024 in the Panel Discussion on ‘Fostering Innovation, Startups and Entrepreneurship among Youth’ in the Training Workshop on Capacity Building in Career Development at VVGnLI.
- Invited speaker in an online Panel Discussion on ‘Unlocking the Potential of India’s Female Workforce for the Future of Work’ on June 19, 2024 as a part of the project Good and Better Jobs in India organized by CUTs international, Jaipur.
- Attended the Webinar on ‘Minimum Wages: International Standards and Country Experiences on Wage Setting & Collective Bargaining’ on June 20 and 27, 2024 organized by ITC-ILO.
- Delivered a session on ‘India’s Welfare State: From Public Distribution to Sabka Vikas’ on June 29, 2024 in the Seminar on the Socio-economic development in India (Hybrid mode) organized by Friedrich Naumann Foundation (FNF), Germany.

Dr. Otojit Kshetrimayum, Fellow

- Delivered lectures on ‘Sociology of Labour & Globalization; Employment & Unemployment Scenario of India and Labour Market Policies & their effectiveness’ and ‘Labour Market Analysis – Research Methodologies’ in the two weeks online training programme organised by National Institute for Career Service, Ministry of Labour & Employment, Noida on May 13, 2024.

Dr. Manoj Jatav, Fellow

- Delivered a lecture on ‘Child Labour Situations and the Functions of CWCs, with Special Focus on Child and Bonded Labour’ on June 14, 2024, as part of the Induction Training for newly recruited Chairpersons and Members of CWCs (3-15 June 2024), NIPCCD, New Delhi.



Shri Amitav Khuntia, Associate Fellow

- Chaired the Panel Discussion on ‘Addressing Skill Gap’ on May 10, 2024 at the institute.

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