



इन्द्रधनुष

INDRADHANUSH

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

Volume IV

Number 1

January-February, 2013

FROM THE DIRECTOR GENERAL'S DESK

Women's Unpaid Work: The Enduring Debate

The separation of women and men's work in the labour market has been the theme of many academic debates since long. Socially constructed gender roles, the biological differences between men and women, and how these interact in the world of work lie at the core of the Decent Work agenda such issues have also been discussed in many international platforms. The UN Millennium Development Goals also reiterated for full and productive employment and decent work for all. The Beijing Platform for Action 1995 reaffirmed the commitment to promote women's economic independence, including employment and eradicate the increasing burden of poverty on women by addressing the structural causes of poverty through changes in economic structures, ensuring equal access for all women, including those in rural areas.

There is ample evidence reflecting on differential patterns of employment between men and women. The strikingly low female labour force participation rate and gender gaps prevalent in the world of work have been serious issues of concern among many scholars and policy makers in India. The recent NSSO 66th Round (2009-10) recorded that female labour force participation rate has declined from 152.99 million in 2004-2005 to 130.66 million in 2009-2010. On the contrary, the male labour force participation rates showed an increase from 317.15 million in 2004-2005 to 339.22 in 2009-2010. This clearly reflects on gross underestimation of women's work in labour force and National Accounting Statistics. Women spend long hours performing unpaid family work such as fetching food, collecting water, preparing and cooking meals instead of attending school and working for pay later in life. Such activities are regarded as non market activities and remain statistically invisible. Ester Boserup's classic work *Women's Role in Economic Development* aptly unravels the reality of women's invisible work.

Labour statistics mostly capture only one part of work life of women and men. A large part of non-remunerated productive activities in the household or in the community is included as productive in the General Production Boundary of the System of National Accounts (SNA) but is not included in the SNA production boundary due to measurement as well as conceptual limitations. However, such work has great relevance for both households, communities and overall economy. Women workers in India are engulfed in double burden of work and lack social mobility due to the constraining patriarchal socio-cultural norms of our society. The NCEUS (National Commission for Enterprises in the Unorganised Sector) 2007 also reiterates this double burden of work. This largely unpaid labour of women has not received much attention from our planners and policy makers.

In this context, there is an urgent need to understand the double burden of women within a development context with due recognition to intra household dynamics. Recognition of unpaid work and the full visibility of the type, extent and distribution of this unremunerated work would not only enable policy makers to understand the agony of women's domestic burden but also address the larger question on human development and overall well-being of women. Policy concerns and subsequent interventions to reduce such forms of inequality are crucially based on making evident the connections between household production and market production. Such an endeavour needs collection of gender sensitive statistics and incorporation of gender issues in the planning phase of surveys with proper gender mainstreaming.

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Editorial Board

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RESEARCH CENTRES

Centre for Agrarian Relations and Rural Labour Studies

With growing complexity of agrarian relations and rural labour market, it was felt that more specialization would be needed to look into the agrarian situation and to analyze it more scientifically and systematically so that policy and programmes could be formulated to suit the needs of the rural labourers for their development. This is the main rationale behind the creation of the Centre.

The research activities of the Centre focus on the following core areas:

- Globalisation and its impact on rural labour
- Macro trends and patterns of changing structure of rural labour markets
- Documentation, evaluation and dissemination of information on organisation strategies
- Social security and rural labour
- Study of different agrarian occupations

The Centre has undertaken research projects on different aspects pertaining to agrarian relations and rural labour. The projects completed/initiated recently are:

- Organising Rural Labour for Effective Participation in Development: An Action Research - Khurja, U.P.
- Organising Rural Labour for Effective Participation in Development: An Action Research- Chittorgarh, Rajasthan.
- Organising Rural Labour for Effective Participation in Development: An Action Research- Kancheepuram, Tamil Nadu.
- Organising Rural Labour for Effective Participation in Development: An Action Research - Niwari & Prithvipur, Madhya Pradesh.
- Assessing Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project, Murshidabad
- Assessing Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project, Tikamgarh, M.P.
- Assessing Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project, Khurja, U.P.
- Assessment of the Impact of Anti-Tobacco Legislation on the livelihood of Beedi Rollers, Tendu Leaf Collectors and Tobacco Cultivators.
- Assessment of Employment Potential - A Case Study (West Bengal)
- Evaluation of Welfare Fund for Beedi Workers in Madhya Pradesh Region
- Evaluation of Operation of Welfare Fund for Limestone and Dolomite Workers of Madhya Pradesh
- Evaluation of Iron Ore Mine Workers of M.P. & Chhattisgarh.
- Study of Janshree Bima Yojana
- Agrarian Structure, Social Relations and Agricultural Development: A Case Study of Ganganar and Jodhpur Districts of Rajasthan.
- Informal Sector in Arunachal Pradesh

The Research Advisory Group of the Centre comprises of the following members:

1. Shri Sunit Chopra, All India Agricultural Workers Union
2. Prof. Utsa Patnaik, Former Professor, Jawaharlal Nehru University
3. Prof. Bina Agrawal, Institute of Economic Growth, University of Delhi
4. Prof. P.C. Joshi, University of Delhi
5. Shri Nagendra Nath Ojha, Bhartiya Khet Mazdoor Union

Centre Coordinator: Dr. Poonam S. Chauhan, Senior Fellow.

For any further information, please contact: poonamchauhan36@gmail.com

PUBLICATION OF RESEARCH STUDIES

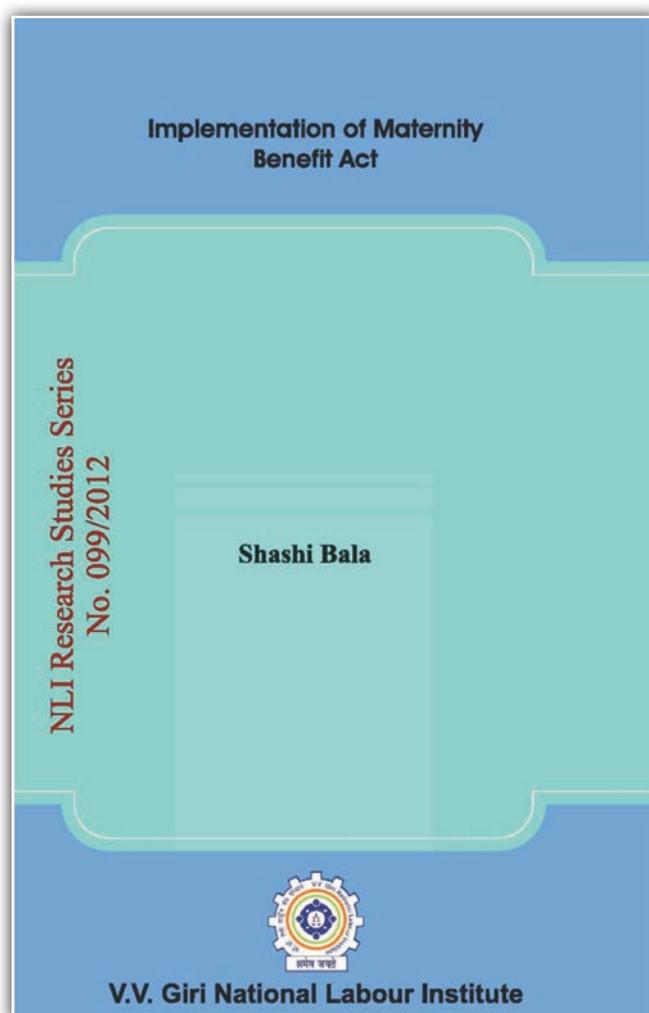
Implementation of Maternity Benefit Act

The Article 42 of Indian Constitution contains the directive that the State shall make provision for securing just and humane conditions of work and maternity relief. In order to regulate the employment of women in certain establishments for certain periods before and after childbirth and to provide for Maternity benefits and certain other benefits, the Indian Parliament enacted the Maternity Benefit Act, 1961. This Act was enacted keeping in view not only all those legislations related to maternity that existed from the pre-Constitution days, but also ILO's mandate regarding maternity protection (ILO Maternity Protection Convention 103, 1952). The present research examines maternity benefit provisions in selected private firms. Effective implementation of Maternity Benefit Act in private sector would help in more meaningful participation of female labour force in the labour market. This would be a stepping stone towards adopting ILO convention No. 156 — Workers with Family Responsibilities Convention, 1981.

The study brings out important facts which hinder the implementation of the Act, for example the provision of nursing breaks has been rendered useless in the absence of rest rooms and crèches at the workplace. Establishments must be directed and assisted in setting up crèches in their premises so that nursing breaks can be made use of by breast feeding mothers effectively and easily.

The findings of the study reveal that placing the entire burden of providing maternity benefit on the employer is akin to not providing any benefit at all. Therefore, the study recommends that the cost of maternity protection should be shared amongst different agencies through some form of social insurance scheme or general taxation.

The study throws light on the loopholes, ambiguities and reasons for the lack of motivation to give effect to a sturdy system of maternity protection. The effective enforcement of the maternity provisions in all sectors would also help in the ratification of ILO Conventions on Maternity Benefits. Considering the fact that India is slated to be a country with youngest population in the coming decade, there would be more women in the reproductive age group in the labour force. The ratification of ILO Conventions on Maternity Benefits would therefore help in promoting the goal of gender equality and decent working conditions for women.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Training Programme on Management of Contract Labour (08-10 January, 2013)

A Training Programme on Management of Contract Labour for ONGC was organized at Dehradun from 08-10 January 2013. The objective of this training programme was to take various steps for effective implementation of the CL (R&A) Act. The programme was attended by twenty four participants. **Dr. Onkar Sharma**, Fellow, was the Course Director.

Training Programme on Enforcement of Labour Laws in the Unorganised Sector (25-28 February, 2013)

More than 90 per cent of the workers in India work in the unorganized sector. Labour laws have an important role in mitigating the hardships faced by the workers in the unorganized sector. These legislations can serve their purpose only when they are effectively enforced. Training of enforcement officials from time to time plays the key role in orienting, sensitizing and educating the enforcement officials with regard to the intent and content of these legislations. It is to meet these objectives, V.V. Giri National Labour Institute organized this four-day training programme. The

core areas covered during this programme included labour laws and the unorganized sector; constitution and labour; wage law and its enforcement; laws relating to building and other construction workers and its enforcement; humanizing building and other construction work; issues in implementation of the inter-state migrant workers act in India; techniques of enforcement; filing of claims and prosecutions; gender and work etc. Internal faculty members and external experts including **Dr. Lakshmidhar Mishra**, Former Union Labour Secretary addressed the participants.

The programme was attended by 38 participants representing states and UTs of Jharkhand, Jammu and Kashmir, Delhi, West Bengal, Kerala, Madhya Pradesh, Uttrakhand, Haryana, Rajasthan, U.P., Himachal Pradesh, Maharashtra and Dadra Nagar Haveli. **Shri V.P. Yajurvedi**, Director General, V.V. Giri National Labour Institute, delivered the valedictory address and distributed certificates to the participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.



INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Training Programme on Behavioural Skills for Developing Effective Leadership (28 January-01 February, 2013)

The above programme focused on enhancing behavioural skills among the participants so that they could play an effective leadership role for strengthening their organizations. The programme was attended by eighteen participants. The main objectives of the programme were: (i) To enhance effective leadership skills; (ii) To sharpen interpersonal skills; (iii) To acquaint with concept of emotional intelligence; (iv) To strengthen consensus building; (v) To inculcate the skills for creative problem solving. The participants were from Tata Steel Ltd., COD Chheoki, Reserve Meeting, Oil India Limited, Indian Oil Corporation Ltd., Hindustan Aeronautics Ltd., and MOIL Limited. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Empowering Trade Unions Leaders (25 February-02 March, 2013)

The above programme was conducted for trade union leaders from the public sector. The main objectives of the programme were: (i) To sharpen skill of leadership; (ii) To discuss the role of Trade Unions in emerging economic-political scenario; (iii) To understand relevant labour laws; (iv) To understand recent changes in labour laws. Twenty-two participants attended the programme from Andhra Pradesh, Bangalore, Odisha, Karnataka, and Jamshedpur. The participants were from various industries such as Naval Science and Technological Laboratory, Works Services Gas Tarbian Research Establishment, Tata Steel, Mishra Dhatu Nigam Limited, National Aluminum Company Ltd. (NALCO). The sessions were dealt by resource persons from VVGNI and external faculties. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Rural Labour Camp at Sambalpur (21-23 January, 2013)

Sambalpur is one of the backward districts of Odisha. The urbanization in Sambalpur still bears the rural look. Employment opportunities are extremely limited in this region and therefore MGNREGA can be a boon for the jobless population of Sambalpur. The objectives of the camp were: (i) To detect local problems and grievances; (ii) To impart knowledge and skills required for taking benefit from Mahatma Gandhi National Rural Employment Guarantee Act, 2005; (iii) To impart knowledge of laws relating to minimum wages, bonded labour, and tenancy rights, etc.; (iv) To impart basic leadership skills for building grassroots level organizations. All the participants had worked in MGNREGA scheme. Thirty-eight participants attended the camp, out of which eleven were women. The participants were from several villages of Sabalpur district. Shri Mitrabhanu Podha, Secretary, AITUC, Odisha was the main resource person along with Ms. Dhaneswari Behra and Mr. Shoshit Kumar. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Rural Labour Camp at Bhubaneswar (21-23 January, 2013)

The camp was organized in Bhubaneswar, in the premises of the Nabakrushna Choudhury Centre for Development Studies from 21-23 January 2013. The camp was basically a demonstration camp organized with the help of the local 'Rural Educators', who were earlier trained by the Institute in the 'Training

of Trainers' Programme' held during September 18 – 22, 2012 at Bhubaneswar. The purpose was to examine the capability of some of the 'Rural Educators' to organize 'Rural Labour Camp'. The 'Rural Educators' on their own identified camp participants from different villages. Thirty-four participants attended the camp out of which many of them belonged to Scheduled Castes, Scheduled Tribes and Other Backward Classes. They were all rural workers and many had worked under the MGNREGA Scheme. The camp was inaugurated by **Prof. Raj Kishore Panda**, Director, Nabakrishna Choudhury Centre for Development Studies, Bhubaneswar. Dr. Santosh Kumar Patra, Assistant Director, State Institute of Rural Development, Bhubaneswar, Dr. A. Mohanty, Regional Director, Central Board for Workers Education, Bhubaneswar, and Mr. Sisir Hui, General Secretary, All India Agricultural Workers Union, Bhubaneswar also interacted with the participants on different issues. Dr. M.M. Rehman, Training Expert, Ms. Shashi Tomer, Training Associate were also among the other resource persons. A lot of cooperation was provided by Mr. Abinash Kumar Das, Jajpur, and Mr. Barun Kumar Padhi, Ganjam. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training of Trainers' Programme for Rural Labour Educators (28 January-1 February, 2013)

Training of Trainers' Programme is viewed as the stepping stone for developing articulate rural worker-activists to organize rural labour. Despite the need to organize rural labour, not much effort has been made to organize them. Keeping this in view, the programme was organized at the Institute from January 28-February 01, 2013. The specific objectives of the programme were: (i) To provide an overview of issues and challenges of rural labourers in the emerging scenario; (ii) To develop/sharpen the skills of the participants to understand and analyze the process of implementation of the Mahatma Gandhi National Rural Employment Guarantee Act, 2005; (iii) To discuss various issues and aspects related to organization building and its management; (iv) To provide insights into dynamics of inter-personal and inter-group relationships; (v) To create awareness about some important labour laws. Forty seven participants, mainly senior rural activists from different TUs and NGOs from ten districts of Bihar attended the programme. The valedictory address was given by **Shri V.P. Yajurvedi**, Director General, V.V. Giri National Labour Institute. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Empowering Women Organisers (28 January-01 February, 2013)

Training Programme on Empowering Women Organisers was held at V.V Giri National Labour Institute from January 28-February 01, 2013. The programme was designed for women trade union leaders/organizers engaged in organisation building and those who represent the unorganized sector. The training programme was an important endeavor to enlighten women organizers about the inequalities prevalent in the labor market and also enable them to develop an understanding about the challenges existing in the labour market scenario. It was designed to help leaders from the unorganised sector to develop their leadership skills and generate motivation among them to work effectively towards social mobilization at the grassroot level. The specific objectives of the programme were: (i) To develop understanding of informal sector and economic relations; (ii) To discuss the issue of women's empowerment; (iii) To develop skills for enhancing leadership potential; (iv) To acquaint with labour laws in relation to women workers. The programme was attended by seventeen women participants representing various trade unions from Ahmedabad, Goa, Manipur, Andhra Pradesh and New Delhi. The valedictory address was given by **Shri V.P. Yajurvedi**, Director General of VVGNI. The programme was coordinated by **Dr. Ellina Samantroy**, Associate Fellow, VVGNI.

Training Programme on Women Welfare Issues at the Work Place (04-08 February, 2013)

V.V. Giri National Labour Institute organised the Training programme on Women Welfare Issues at the work place during 04-08 February 2013. The objectives of the Training Programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to orient participants on issues related to the welfare of women workers; (iii) to acquaint participants with labour laws pertaining to women workers such as the Equal Remuneration Act, Maternity Benefit Act, and Employee's Compensation Act, etc; and (iv) to discuss the legal framework towards addressing sexual harassment at the workplace. The programme was attended by 30 participants. **Dr. Shashi Bala**, Fellow, VVGNI was the Course Director.



Training Programme on Participative Management and Leadership Development (26-28 February, 2013)

A Training Programme on Participative Management and Leadership Development for NTPC officials was organized at Talcher, Kaniha, Odisha from February 26-28, 2013. The objectives of the training programme were: (i) making various participative forums effective; (ii) to develop understanding on various techniques for leadership development; (iii) to understand effective discharge of role by the members of participative forums. The programme was attended by 30 participants. **Dr. Onkar Sharma**, Fellow, was the Course Director.

HEALTH ISSUES PROGRAMMES (HIP)

Training Programme on Developing Health Security (14-18 January, 2013)

Training programme on Developing Health Security was conducted during January 14-18, 2013 in the Institute. This programme was attended by 41 participants representing trade unions from Karnataka, Jammu & Kashmir, Uttar Pradesh, West Bengal, Madhya Pradesh, Gujarat, Manipur, and Chhattisgarh. The programme aimed at equipping the participants with skills of addressing the health insecurities of workers in informal employment. The objectives of the training programme were: (i) to enhance understanding of the participants towards addressing issues relating to health insecurities; (ii) to familiarize the participants about emerging health and occupational hazards at workplace and preventive measures; (iii) to discuss different health security programmes including micro level social insurance and community insurance interventions. Director General **Shri V.P. Yajurvedi** received the feedback, delivered the valedictory address and distributed certificates to the participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

CHILD LABOUR PROGRAMMES (CLP)

Training Programme on Enhancing Competence of Youth in dealing with Child Labour (04-08 February, 2013)

This training programme was conducted during 04-08 February, 2013 in the Institute. The programme was attended by thirty eight students of Master in Social Work from different Universities. Participants belonged to the Universities namely; Amity University Noida (U.P.), Saurashtra University (Rajkot, Gujarat), Bharathiar University (Coimbatore, Tamil Nadu), Maharaja Sayajirao University (Vadodara, Gujarat), Jain Vishva Bharti University (Ladnun, Rajasthan), Gautham College of Science (Affiliated to Bangalore University, Bangalore, Karnataka), Teerthankar



Mahveen University (Moradabad, Uttar Pradesh), Lucknow University (Uttar Pradesh), C.C.S University (Meerut, Uttar Pradesh), Dr. R.M.L Avadh University (Faizabad, Uttar Pradesh). The main aim of the training programme was to to motivate youth to work towards elimination of child labour. The objectives of the programme were: (i) To develop skills for locating children at work for rehabilitation; (ii) To develop understanding on the importance of upliftment of child labour families; (iii) To enable them to contribute towards implementation of various child labour projects. **Dr. Laxmidhar Mishra**, Former Secretary, Labour & Employment, Government of India gave the valedictory address, interacted with young participants and distributed certificates to them. **Shri V. P. Yajurvedi**, Director General chaired the valedictory session. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

RESEARCH METHODS PROGRAMME (RMP)

Research Methods in Gender Issues in Labour (25 February-01 March, 2013)

Training Programme on Research Methods in Gender Issues in Labour was held at V.V Giri National Labour Institute from 25 February –01 March 2013. The Course was designed to help young researchers/teachers in universities/colleges and research institutions as well as professionals in government organisations to pursue their interests in the area of gender research in labour issues. The programme was attended by 26 participants representing various universities and institutions of the country. The sessions covered in the training programme focused on the following important objectives: (i) Theoretical



perspectives on gender research; (ii) Understand the various feminist methodologies and approaches in gender research; (iii) A critical understanding of dominant theories of knowledge and methodologies employed in humanities and social sciences; (iv) Introducing participants to various Qualitative and Quantitative techniques in gender issues labour research. Experts from VVGnLI and various institutions and universities delivered insightful lectures which inspired young researchers to contribute more in their research endeavours. The valedictory address was given by **Shri V.P Yajurvedi**, Director General, VVGnLI and the programme was coordinated by **Dr. Ellina Samantroy**, Associate Fellow.

NORTH-EAST STATES PROGRAMMES (NESP)

Training Programme on Effective Enforcement of Labour Laws in the Unorganised Sector for Labour Officials from North Eastern States (07-11 January, 2013)

Labour legislation plays an extremely important role in ensuring their legitimate dues to vast section of workers engaged in various sectors of the economy. However, this objective can be achieved only through effective enforcement of various labour legislations. The labour enforcement officials have a crucial role in fulfillment of this objective. They can perform their role effectively only when they are properly informed, oriented and sensitized with regard to the purpose and objectives of various labour legislations. This training programme for Labour Officials from North Eastern States was organized during 07-11 January 2013. It was attended by nine enforcement officials; four from Meghalaya and five from Assam. Topics such as Constitution and Labour; Globalisation and Challenges for Labour Law Enforcement; Policy and Law on Child Labour; Issues in the Implementation of Laws relating to Construction and Migrant Workers; Wage Laws; Law relating to Contract labour and Filing of Claims and Prosecutions were covered in this programme. The programme was found useful and relevant by all the participants. **Shri V.P. Yajurvedi**, Director General of the Institute delivered the valedictory address and distributed certificates to the participants. **Dr. Sanjay Upadhyaya**, Fellow, was the Course Director.

Training Programme on Fundamentals of Labour Laws for Labour Leaders and NGOs from North Eastern States (11-15 February, 2013)

The training programme on 'Fundamentals of Labour Laws for Labour Leaders and NGOs from North Eastern States' aimed at equipping the trade union representatives and representatives from NGOs from North Eastern States with the context of labour legislation in the present day context and to provide them an overview of the select labour laws. Topics such as Constitution and Labour; An Overview of Social Security Laws; Policy and Legislation dealing with Child Labour; Violation of Labour Laws as Violation of Human Rights; the Law relating to Contract Labour and Migrant Labour; Plantation Labour Act; Law relating to Wages; Gender Issues in Labour; and Qualities and Attitudes for Effective Leadership were covered. During the programme the participants were addressed both by the Institute's faculty as well as external experts and practitioners. Most of the sessions were found relevant and useful by the participant. Seventeen participants representing men and women attended the programme. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Training Programme on "Making Conciliation Effective and Discharging Quasi-Judicial Functions" (22-24 January, 2013)

A Training Programme on Making Effective Conciliation was organized at Tamil Nadu Institute of Labour Studies, Chennai from 22-24 January 2013. The objectives of this training programme were: (i) to develop

understanding on the contemporary industrial relations scenario; (ii) to facilitate a better understanding of the nature of issues for conciliation; (iii) to make critical analysis of the relevant case laws of industrial relations legislations pertaining to the conciliation process; (iv) to develop behavioural skills necessary for conciliation; (v) to develop the skill for effective conciliation and drafting of memorandum of settlement and Failure of Conciliation (FOC) reports. The programme was attended by 30 participants. **Dr. Onkar Sharma**, Fellow, was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Training Programme on Skill Development and Employment Generation (07-25 January, 2013)

The Institute organised an International Training Programme on Skill Development and Employment Generation under the ITEC/SCAAP scheme of the Ministry of External Affairs, Government of India during January 07-25, 2013 at its campus. The objectives of the programme were: (i) to understand inter-linkages between vocational education/skill training with growth and employment; (ii) to impart knowledge about the vocational educational and training systems across countries; and (iii) to understand the challenges of employment generation and designing appropriate skill development policies to meet those challenges. The



programme was attended by 22 participants from 15 countries. As a part of the programme, apart from class room teaching and group exercises, participants were also provided with firsthand experience of skill development facility managed by the formal, informal and private/NGO sector in India. The resource persons for this training programme comprised of faculty of the Institute, senior level government officials, renowned experts from Universities/Institutes, international experts from World Bank and GTZ and other experts engaged in skill development. The course was subjected to weekly evaluation and the participants rated the training programme very highly. **Shri V. P. Yajurvedi**, Director General delivered the inaugural and valedictory address and distributed certificates to the participants. **Dr. Anoop K. Satpathy**, Fellow was the Course Director of this training programme.

Research Methods in Labour Studies (04-22 February, 2013)

V.V. Giri National Labour Institute organised an International Training Programme on Labour & Employment Relations in a Globalising Economy under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs, during 04-22 February 2013 at the Institute Campus. The programme was attended by 20 researchers and policy makers dealing with labour and related issues from 15 countries — Armenia, Bahrain, Bangladesh, Cambodia, Estonia, Guinea, Kazakhstan, Myanmar, Niger, Oman, Russia, Sri Lanka, Sudan, Ukraine and Tanzania. The specific objectives of the programme were: (i) understand various concepts and theories related to labour; (ii) provide an overview of the labour scenario of the

world in general and developing countries in particular; (iii) obtain deeper understanding of the emerging issues in employment and labour in the context of globalization; (iv) understand and apply various research methods and techniques relevant to labour studies; (v) acquire knowledge about different sources of data on labour and (vi) sharpen the knowledge and skills on computer applications in labour research. The programme was inaugurated by **Prof. Ravi Srivastava**, Jawaharlal Nehru University. **Shri V.P. Yajurvedi**, Director General, V.V. Giri National Labour Institute delivered the Valedictory Address and presented the Certificates to the participants.

Dr. S.K. Sasikumar, Senior Fellow was the Course Director.



PROFESSIONAL ENGAGEMENTS

Professional Engagements of Shri V.P. Yajurvedi, Director General, VVGNLI

- Participated in the 45th Session of the Standing Labour Committee held on January 4, 2013 at Vigyan Bhawan, New Delhi. The Committee deliberated on issues related to Amendment of Minimum Wages Act, Social Security with special reference to assured pension with indexation of all workers, service conditions, wages and social security for various categories of workers, strengthening of training and skill development and formalizing of informal sector.
- Interacted with Afghan Delegation led by Hon'ble Deputy Minister, Ministry of Labour, Social Affairs, Martyrs & Disabled, Government of Islamic Republic of Afghanistan on matters of mutual interest during their visit to the Institute on January 21, 2013.
- Held discussions with Survey Team from Japan Institute for Labour Policy and Training regarding recent changes in labour legislation in India on February 13, 2013.
- Delivered Valedictory Address and Interacted with participants of Capacity Enhancement Programme for Unorganized Sector Workers held on February 15, 2013 at Ambekar Institute of Labour Studies, Mumbai.
- Attended the Meeting of the Steering Committee on HIV/AIDS held on February 19, 2013 at Ministry of Labour & Employment, New Delhi.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered a Lecture on the theme, “*Globalisation and Labour Market Dynamics: Implications for the Indian Economy*” to the 53rd Course on National Security and Strategic Studies, organised by National Defence College, New Delhi on February 19, 2013.
- Delivered a Special Lecture “*Labour Market and Employment Situation in India: Emerging Issues*”, at the National Seminar on Shifting Gears: Jumpstarting a Slowing Indian Economy, organised by Delhi College of Arts & Commerce, Delhi University, on January 15, 2013.

- Attended the 45th Session of the Standing Labour Committee at Vigyan Bhawan, New Delhi on January 4, 2013.

Dr. Poonam S. Chauhan, Senior Fellow

- Attended the 45th Session of the Standing Labour Committee at Vigyan Bhawan, New Delhi on January 4, 2013.

Dr. Helen R. Sekar, Senior Fellow

- Invited as Resource Person by the Labour Department, Government of Odisha for Training of Trainers Programme on Strengthening Law Enforcement System to Combat Child Labour in Bhubaneswar on 31 January 2013.
- Participated in the Training Workshop on Combating Child Labour through Education during February 25-27, 2013 jointly organized by the ILO and UNICEF.

Dr. Ruma Ghosh, Fellow

- Attended the 45th Session of the Standing Labour Committee at Vigyan Bhawan, New Delhi on January 4, 2013.
- Presented VVGnLI's activities in the Meeting of the Steering Committee on HIV/AIDS held on February 19, 2013 at Ministry of Labour & Employment, New Delhi.
- Delivered a lecture on 'Qualitative Research Methods in Labour Research' in a course organised by Institute for Studies in Industrial Development, Delhi on January 16, 2013.

Dr. Shashi Bala, Fellow

- Conducted Group Work- 'Enhancing Employability: from Theory to Practice' in the ISESE (Innovative Secondary Education for Skills Enhancement) Asia Regional Skills Symposium jointly organised by Results for Development Institute (USA) & National University of Educational Planning and Administration (NUEPA) on 9-10 January 2013 at India Habitat Centre, New Delhi.
- Research Series Published: Implementation of Maternity Benefit Act - NLI Research Studies Series No. 099/2012.

Mr. Otojit Kshetrimayum, Associate Fellow

- Attended the 45th Session of the Standing Labour Committee at Vigyan Bhawan, New Delhi on January 4, 2013.

Dr. Ellina Samantroy, Associate Fellow

- Participated in a one day workshop to develop script for audio programme in Sociology on February 7, 2013 at National Institute of Open Schooling.
- Participated in Web Radio Telecast Programme on February 11, 2013 at National Institute of Open Schooling, Noida.
- Attended the 45th Session of the Standing Labour Committee at Vigyan Bhawan, New Delhi on January 4, 2013.

Printed and Published By: V.V. Giri National Labour Institute, Sector-24, Gautam Budh Nagar, Noida-201301, India.

Printed at : Chandu Press, D-97, Shakarpur, Delhi-110092