



# इन्द्रधनुष

# INDRADHANUSH

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Understanding Women's Work in North East India

Though economic growth and prosperity has led India to rank as the fourth largest economy of the world, a large section of population has remained excluded and marginalized from such growth process. Regions with better governance, infrastructure, connectivity, investment, and economic freedom are reaping the benefits of reforms and moving much faster than regions, which are still volatile in terms of insecurity, economic stagnation, and governance-deficit. The North eastern region is one such region which has experienced problems like immigration, severe intra-regional differences in socio-economic issues and ethno-political aspirations, which have implications for the social, economic and cultural lives of both men and women. Though the region has displayed tremendous diversity in terms of caste, religion and ethnicity, yet gender biases continue to be embedded not only in systems of kinship, family relations, religion, culture and law, but also in economic processes as well as institutions such as labour markets. The persistence of gender gap in access to economic opportunities and subsequent underreporting of women's work in hilly and mountainous region remains a concern for policy makers. Women perform a large number of economic activities, yet their economic contributions are underestimated due to lack of adequate gender mainstreaming in conventional labour force surveys and dearth of data on time use patterns of women.

The National Sample Survey 68<sup>th</sup> Round 2011-12 recorded that in terms of female labour force participation rates, India has been witnessing declining trends and north east region is not an exception. The overall North Eastern Region (all States) showed a decline in female labour force participation (LFPR) in rural areas from 38 percent in 2004-05 to 30.4 percent in 2009-10 and further declined to 27 percent in 2011-12 thereby showing a decline below the all India average of 37.8 percent in 2011-12 in the 15-59 age groups. Apart from gender inequalities as seen in women's concentration in certain industries and sectors of the economy, the devaluation of their contribution as unpaid workers has persisted. The recent report of the National Sample Survey Organization on *Participation of Women in Specific Activities along with Domestic Duties* 2014 has clearly brought out that in the North Eastern Region, a larger number of women i.e 67.5 per cent were engaged in domestic duties in rural areas as compared to all India average (61.6 percent). Contrastingly, urban areas in North eastern region recorded 60.7 percent of females engaged in domestic duties which is lesser than the all India average of 65.3 percent. Further, the engagement of women in various unpaid activities and the amount of time spent on these activities has a significant impact on women's participation in the labour market and their overall well-being. In India, the Department of Statistics launched a pilot Time Use Survey in six selected States, (Haryana, M.P, Gujarat, Orissa, Tamil Nadu, and Meghalaya) in 1998-99. One of the north eastern states, Meghalaya that was covered by the survey reported that females spent 20.57 hours in household and related activities while males worked for only 4.18 hours. The burden of women increases in hill regions of north east where women have to travel in the hilly terrains to collect forest produce or fuel or water for their domestic use.

It becomes evident that non recognition of women's work in statistical sources, additional burdens of women's unpaid responsibilities and social and cultural practices constraints them from effective labour market participation. At the outset, the conducting of national time-use surveys at regular intervals would enable policy makers to understand the time distribution patterns of women thereby uncovering the gendered vulnerabilities that women come across in different parts the country.



## SPECIAL EVENTS

### International Workshop on Chronologies of Labour: A Global Perspective (January 22-23, 2016)

V.V. Giri National Labour Institute jointly with Merian International Institute of Advanced Studies: Metamorphoses of the Political (MICAS: MP), Centre for Modern Indian Studies (CeMIS), University of Göttingen, Germany and Association of Indian Labour Historians organised an International Workshop on 'Chronologies of Labour: A Global Perspective' during January 22-23, 2016 at the VVG NLI. The Workshop brought together nearly fifty scholars from both the social and historical sciences from different parts of the world to discuss the temporal dynamics of 'labour' as a political category in the course of the long twentieth century. Some of the specific questions deliberated during the Workshop included: to what extent does a comparison of the chronologies of labour politics across the globe sustain the notion of the twentieth century as an 'age of the working class' that drew to a close in the final quarter of that century? Why are conceptualizations of the division between 'core' and 'peripheral' workforces (such as the binaries 'informal'/'formal', 'regular'/'precarious' or 'standard'/'substandard') simultaneously plausible and fuzzy, connected and inconsistent, analytically both unsatisfactory and hard to avoid? How has the definition of 'labour' as a political category been linked, in different socio-spatial and temporal contexts, to processes of defining citizenship, the role of law in regulating social relations of production and the nature of the state? How is the transformation of migration regimes in the course of the long twentieth century linked to political redefinitions of 'labour'? and how are overall tendencies of technological change, labour management and of spatial reorganisation of production articulated politically in various labour regimes? The workshop was coordinated by **Dr. S.K. Sasikumar**, Senior Fellow.



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### Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India (VVG NLI-UNICEF Project) (February 25-26, 2016)

As a part of the VVG NLI-UNICEF collaborative Project 'Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India' a Workshop/Meeting for Content Finalization of Training Module was held during February 25-26, 2016. The objective was to present the training module developed by the VVG NLI in order to obtain suggestions from practitioners/ Trainers from various Line Departments/ Institutions/ Organizations before finalization of the content for translation in vernacular languages of the project states for conducting ToTs at the State-level and sensitization Programmes at the District-level for Multi-sector State and Non-state actors involved in the prevention, rescue and rehabilitation of child labour. Participants who attended this workshop include Programme Officers, Directors, State Coordinators, Chairperson, Deputy Labour Commissioners, Superintendent of Child Care Institutions, Child Protection Specialists and Education Specialists from different regions of states such as Chhattisgarh, Odisha, Uttar Pradesh, Bihar, and New Delhi. **Dr. Helen R. Sekar**, Senior Fellow coordinated the workshop.



Participants who attended this workshop include Programme Officers, Directors, State Coordinators, Chairperson, Deputy Labour Commissioners, Superintendent of Child Care Institutions, Child Protection Specialists and Education Specialists from different regions of states such as Chhattisgarh, Odisha, Uttar Pradesh, Bihar, and New Delhi. **Dr. Helen R. Sekar**, Senior Fellow coordinated the workshop.

### Training Workshop on Sexual harassment at Workplace for VVG NLI Staff (February 29, 2016)

The Sexual Harassment Committee of V.V. Giri National Labour Institute organized a sensitization workshop on Sexual Harassment at Workplace on February 29, 2016. In the workshop the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, was discussed in details with the participants. The Workshop aimed to sensitize the employees of the institute on discrimination and harassment at workplace. Ms. Nandita Bhatt, Programme Manager, PRIA and Dr. Mala Bhandari, Founder-Director, SADARG were the resource persons. The workshop



began with a Welcome Address by Dr. Helen R. Sekar, Senior Fellow followed by a Special Address by Shri J.K Kaul, Administrative Officer, VVGNI. The Workshop involved interactive sections, experience sharing and discussions to understand discrimination at workplace. In the workshop, information on strategies to prevent discrimination at workplace was disseminated through video clippings and visual mediums. The programme was attended by all the employees of the institute. **Dr. Helen R. Sekar**, Chairperson and **Dr. Ellina Samantroy**, Convener of the Institute's ICC jointly coordinated the workshop.

## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMME (LAP)

#### Effective Enforcement of Labour Laws (January 25-29, 2016)

The objectives of the programme were: (i) to develop an understanding with regard to constitutional framework of labour laws; (ii) to identify major challenges in enforcement of labour law for various categories of workers; (iii) to give an overview to the participants of the select labour laws applicable to various categories of workers; (iv) to identify major issues in implementing laws like Contract Labour (R&A) Act, Child Labour (P&R) Act, Inter-State Migrant Workmen (RE&CS) Act, Plantation Labour Act and Building and Other Construction Workers (RE&CS) Act etc. and discuss the techniques and strategy for overcoming these issues. The programme was attended by a group of twenty-eight enforcement officials from Central and State Labour Departments of ten states. **Dr. Sanjay Upadhyaya**, Fellow was the Course Co-ordinator.

### INDUSTRIAL RELATIONS PROGRAMME (IRP)

#### Developing Positive Attitude for Excellence at Work (January 11-15, 2016)

The aim of this paid programme was to impart behavioural skills essential for effective work management. 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; and (iv) to inculcate the skills for creative problem solving. The programme was attended by eleven participants from THDC India Limited, Tehri, Utrakhnad and National Buildings Construction Corporation Limited, New Delhi. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Handling Sexual Harassment at Workplace (January 25-29, 2016)

The objectives of the programme were to discuss inter-linkages with productive employment/productive contribution to economy, discuss the legal framework towards addressing sexual harassment at the workplace and discuss the strategies needed to combat sexual harassment at workplace. The training programme was attended by ten participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### CAPACITY BUILDING PROGRAMMES (CBP)

#### Strengthening Leadership Skills for Beedi Workers/Organizer of Beedi Workers (January 04-08, 2016)

The objectives of the programme were as follows: (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; (iv) to familiarise on the various aspects of welfare funds for beedi workers. The programme was attended by fifty-five organizers of beedi workers from different trade unions like INTUC, CITU, AITUC, HMS, BMS, Rairakhol Bidi Shramik Sangha, Beedi Karmika Sangh, Bundelkhand Khet Mazdoor Union, Bidi Mazdoor Union and Bidi Mazdoor Mahasangh from different states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Promoting Skill Development for Construction Workers (January 6-8, 2016)

This training workshop was conducted as per the instruction of Executive Council of the Institute. The main objectives were: (i) to acquaint participants with the emerging construction sector and identify challenges of skill development, (ii) to discuss ways and means to address the challenges and modalities for skilling construction workers with special focus on migrant women construction workers. Thirty representatives covering Construction Unions affiliated to CTUs, NGO, Government Officers and Labour Officials from BOCW Welfare Boards & Deputy Labour Commissioners and Researchers participated in this training workshop from about eleven states. Senior Officials from Construction Skill Development Council of India, Indian Plumbing Skills Council, and

Construction Industry Development Council enriched the deliberation during various sessions. **Shri P. Amitav Khuntia**, Associate Fellow, was the Course Director.

### **Empowering Rural Women Organisers (January 18-22, 2016)**

The objectives of the programme are to develop understanding of rural society and economic relations, to discuss the issue of empowerment for Women and develop skills for enhancing leadership potential and acquaint participants with labour laws in relation to women workers. The training programme was attended by twenty-eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Enhancing Leadership Skills for Transport Sector (January 18-22, 2016)**

The objectives of the programme were as follows: (i) to enhance leadership skills; (ii) to discuss the legal protections in various labour legislations, especially the Transport Workers Act; (iii) to familiarize participants on the various aspects of welfare funds. This programme was attended by thirty participants who were organizers of road transport workers from different unions like, HRTC, NLO, INTUC, MTC, CITU, and JKSRTC BMS and UP Roadways Workers Union representing six states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### **Social Security for Unorganised Workers (January 25-29, 2016)**

The objectives of the programme were as follows: (i) to acquaint participants with the concept of social security and the need for social security for informal sector workers; (ii) to develop understanding of the various social security and welfare programmes; (iii) to familiarize participants with different micro level social security experiments. Thirty-nine participants attended the programme from four states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### **Training of Trainers on Gender and Social Security (February 01-05, 2016)**

The objectives of the programme were to provide a clear understanding of Social Security, provide information on the recent trends, national and international experiences, good practices, offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various Social Security provisions and train the Employers, Trade Union, N.G.O and Officials involved in above process. The training programme was attended by six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Leadership Development Programme For Rural Trade Union Leaders (February 08-12, 2016)**

The objectives are to develop skills and techniques of effective organisation building; to foster skills of effective leadership; (i) to acquaint the participants with the socio-economic and political changes in globalised economy; (ii) to impart knowledge about labour laws, development programmes and welfare schemes. There were thirty-four participants in the training programme representing nine states. The Course Director was **Mr. Otojit Kshetrimayum**, Associate Fellow.

### **Training of Trainers Programme for Rural Educators (February 15-19, 2016)**

The objectives of the programme were to: (i) develop understanding of empowerment; (ii) discuss the issue of empowerment; (iii) develop skills for enhancing leadership potential; (iv) acquaint participants with labour laws for unorganized sector. The programme was attended by forty-seven trade union activists from six states covering different unions like, AITUC, INTUC, NFITU, Jai Ma Durga Yuva Sangthan, Nikhila Utkla Gramin Chasimulia Sangha, Uttar Pradesh Construction Workers Union, Bundelkhand Khet Mazdoor Union, Unorganised Workers Union and Jansewa Bundelkhand Gramin Vikas Samiti. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### **Gender, Poverty and Employment (February 15-19, 2016)**

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

## INTERNATIONAL TRAINING PROGRAMMES (ITP)

### Research Methods in Labour Studies (February 08-26, 2016)

V.V. Giri National Labour Institute organised an International Training Programme on Research Methods in Labour Studies under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs, during February 8-26, 2016 at the Institute Campus. The programme was attended by twenty-five researchers and policy makers dealing with labour and related issues from sixteen countries namely Afghanistan, Argentina, Armenia, Jordan, Mongolia, St. Lucia, Sri Lanka, Tajikistan, Uzbekistan, Uruguay, Mauritius, Namibia, South Africa, Tanzania, Uganda and Zimbabwe. The 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. Dr. Alakh N Sharma, Director, Institute for Human Development, delivered the Valedictory Address of the Course and presented the Certificates to the participants. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### NORTH-EASTERN STATES PROGRAMMES (NEP) Strengthening Awareness on Labour Issues for North Eastern States (January 11-15, 2016)

The objectives of the program were : (i) to provide an overview of labour and employment issues with specific focus on north Eastern States; (ii) to develop effective skills for leadership and organization building; (iii) to enlighten the participants about the inequalities, discriminatory practices prevalent in the world of work and also enable them to develop an understanding about the various challenges existing in the labour market; (iv) to create awareness about various development issues related to workers with regard to education, health, social protection, legislative measures, developmental policies programmes, role of civil society etc. with a special emphasis on north eastern States. Twenty-five leaders of central trade unions and NGOs from three North Eastern states attended the programme. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

### Course on Sociology on Labour and Globalisation (January 11-15, 2016)

The course was organised for the research scholars and young teachers from universities, colleges and institutions. The main objectives of the course were to give an overview of the concepts of labour, employment relations and globalisation; to provide an outline of the labour and employment scenario in India and to examine the emerging issues in the context of labour and globalization. There were ten participants representing Jawaharlal Nehru University, Guwahati University, Nagaland University, North Eastern Hill University, Rajiv Gandhi National Institute of Youth Development and Sikkim University. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

### Training Programme on Skill Development and Social Protection for North Eastern States (February 22-26, 2016)

The programme was designed for government officials, representatives of central trade unions, civil societies and researchers from North Eastern States. The aim of the programme was to develop an understanding of skill development as one of the interventions for social protection and sustainable livelihood and giving an overview of various development programmes and welfare schemes. There were thirty-three participants representing five states of North East India. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

## COLLABORATIVE TRAINING PROGRAMMES (CP)

### Research Methods in Labour Studies (January 04-08, 2016)

This programme was carried out by the Institute in collaboration with Maharashtra Institute of Labour Studies, Mumbai. The aim of the course was to enable participants to go through a regress and interactive exercise on understanding various research methods and tools with the focus on labour research. The specific objectives of the programme were: (i) to provide an overview of the labour

and employment scenario in India; (ii) to equip participants with the understanding and applicability of various quantitative and qualitative research methods and techniques; (iii) to understand analysis and interpretation of data; (iv) to familiarise participants with major statistical packages for data analysis; (v) to developing capacities to undertake labour research by using quantitative and qualitative research methods and techniques. The programme was attended thirty participants. **Dr. Ruma Ghosh**, Fellow and **Dr. P.M. Kadukar**, MILS coordinated the training.

### **Training Programme on Combating Child Labour: Role of Social Partners (February 2-4, 2016)**

This programme was organized by the V.V. Giri National Labour Institute in collaboration with State Labour Institute, Bhubaneswar, Odisha. The objectives were to enhance understanding on the issue of child Labour in Odisha, to impart skills, methods and techniques for identification, rescuing, releasing, rehabilitation and reintegration of child labour and to enable the participants to locate their role and responsibilities towards combating child labour. Participants who attended this training programme include Officials from Labour Department and State Labour Institute, Elected Representatives of Panchayati Raj Institutions, Representatives of Trade Unions, NGOs, School Management Committees, Self-help Groups, Child Protection Committees, Village Education Committees and Child Welfare Committees. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.



### **Training Programme on Strengthening Awareness on Labour Laws Pertaining to Women Workers (February 3-5, 2016)**

The above training programme was organized by the Institute in collaboration with the State Labour Institute, Bhubaneswar, Odisha. The main objectives for 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 sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace; (iv) to create awareness among the workers' representatives on prevalent legal frameworks; (v) to understand the various international labour standards/international instruments and good practices on gender equality; (vi) to create awareness among the trade union leaders towards better enforcement of labour laws both in organized and unorganized sectors from a gender perspective; and (vi) to provide an overview about mainstreaming labour administration by sensitizing about statutory safeguards provided to the women workers. The programme was attended by thirty-one participants from different parts of Odisha. **Dr. Ellina Samantroy**, Associate Fellow and **Dr. Kingshuk Sarkar**, Fellow were the Course Directors.



### **Training Programme on Quantitative and Quantitative Methods in Labour Research (February 08-12, 2016)**

This training programme was conducted by the Institute in collaboration with Mahatma Gandhi Labour Institute, Gujarat. The Objectives of the programme are to understand the various concepts and theories related to labour segmentation, familiarize participants with the major sources of data collection (primary and secondary), to explain the applicability of various qualitative and quantitative methods used for labour research and to acquire knowledge on the major statistical packages used in labour research. The training programme was attended by twenty-nine participants. **Dr. Shashi Bala**, Fellow was the Course Director.



## Capacity Enhancement Programme for Plantation Workers (February 17–19, 2016)

This training programme conducted by the Institute in collaboration with State Labour Institute, Siliguri, West Bengal. The aim of the programme was to enhance leadership skill of trade union activists from plantation industry. The specific objective of the programme was: (i) to develop skills for effective leadership; (ii) to promote skills and technique for organisation building; (iii) to impart knowledge about labour laws and different development programmes; (iv) to develop understanding of the plantation industry in a globalised economy. The programme was attended by twenty five participants. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. Ruma Ghosh**, Fellow coordinated this programmes along with Ms. Reena Targain, Director, State Labour Institute, West Bengal and Mr. Samir K. Basu, JLC, West Bengal.



### IN-HOUSE TRAINING PROGRAMMES

#### Behavioural Skills for Managing Work Effectively (February 1-5, 2016)

The above paid programme for RBI Personnel was focused on enhancing behavioural skills of the participants and to acquaint with skills so that they could play an effective role for strengthening their organizations. 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 thirty participants from different branches of the Reserve Bank of India covering eight states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Behavioural Skills for Managing Work Effectively (February 8-12, 2016)

The above paid programme for RBI Personnel was focused on enhancing behavioural skills of the participants. 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 thirty participants from different branches of the Reserve Bank of India covering eight states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Behavioural Skills for Managing Work Effectively (February 22-26, 2016)

The above paid programme for RBI Personnel was focused on enhancing behavioural skills of the participants. 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-six participants from different branches of the Reserve Bank of India covering seven states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Behavioural Skills for Managing Work Effectively (February 29-March 4, 2016)

The above paid programme for RBI Personnel was focused on enhancing behavioural skills of the participants. 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 thirty participants from different branches of the Reserve Bank of India covering seven states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### STUDY VISIT/SPECIAL EVENTS

#### Visit by NSSTA Participants

A group of forty five Indian Statistical Service Probationers from National Statistical Systems Training Academy visited the Institute on February 5, 2016 for a half day orientation on labour issues. **Dr. S.K. Sasikumar**, Senior Fellow and **Dr. Shashi Bala**, Fellow interacted with them on labour market issues and issues relating to women workers.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Faculty Members

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

- Made a Presentation on Labour Reforms in India: Some Perspectives at the National Industrial Relations Conference, 2016, XLRI, Jamshedpur, January 9-10, 2016.
- Panelist at the Technical Session on “Labour Policy Reforms in India: Opportunities and Challenges” at the Seminar on ‘The Emerging Face of Labour Reforms and Good IR Practices’ organised by All India Organisation of Employers and Federation of Indian Chamber of Commerce and Industry, New Delhi, February 19, 2016.
- Made a Presentation on Effects of Digital Economy on Employment: Emerging Research and Policy Issues at the National Seminar on Digital India: Power, Politics and Poverty of Information organised by Department of Sociology, Jamia Millia Islamia University, New Delhi on February 29-March 01, 2016.

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

- Co-ordinated a Sensitization Workshop on Sexual Harassment at Workplace on February 29, 2016 at the V.V. Giri National Labour Institute

#### Dr. Ruma Ghosh, Fellow

- Organised a meeting on 24.2.2016 with the delegate from National Institute of Labour Studies, Sri Lanka - Mr. Saman D. Waduge, Director General/ NILS and Mr. A. Wimalaweera, Senior Assistant Secretary (Labour and Foreign Relations), Ministry of Labour and Labour Relations, Sri Lanka with the Director General and Faculty Members of VVGNLI for renewing the collaboration/MoU between both the Institutes.

#### Dr. Shashi Bala, Fellow

- Attended a workshop on “Industry Interactive Session on the Outcomes of COP 21 Paris and its Implications for India” organized by FICCI on January 20, 2016 at FICCI, Federation House, Tansen Marg, New Delhi.
- Attended a seminar entitled “Inequality – Trends Worldwide and in India”, jointly organized by ICRIER and UNU-Wider on January 22, 2016 at India Habitat Centre, New Delhi.
- Participated a Guest Lecture on “Inclusive Cities and the Urban Working Poor: Gender Dynamics and Women’s Economic Empowerment” organized by International Labour Organisation (ILO) on January 25, 2016 at India Habitat Centre, Lodi Road, New Delhi.
- Attended a talk on “Macroeconomic Impacts of Social Protection Programmes” by Prof. Atul Sharma, National Fellow, ICSSR; Visiting Professor, Institute for Human Development, New Delhi; Member, 13th Finance Commission and Former Vice-Chancellor, Rajiv Gandhi University, Itanagar on January 26, 2016 at Gauri Sadan, Hailey Road, New Delhi.
- Attended a Workshop on “Organic Farmers’ Market” organized by CSE India on January 30, 2016 at India Habitat Centre, New Delhi.

#### Dr. Kingshuk Sarkar, Fellow

- Presented a paper titled “Extension of the Scope of Labour Administration to the Informal Economy in India” at the 7<sup>th</sup> National IR Conference held at XLRI Jamshedpur during January 9-10, 2016.
- Attended a Workshop on “Export Restrictions on Natural Resources” organized by TERI at India Habitat Centre, New Delhi on January 20, 2016.
- Delivered a talk on “The Emerging Work Culture: Challenges and Opportunities for Social Workers” before the MSW Students of Loyola College, Trivandrun at the Khristijyoti Missiology Centre, Hanumangarh, Rajasthan on February 19, 2016.

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

- Participated in the deliberation of the seminar talk on “Macroeconomic Impacts of Social Protection Programmes in India” on January 29, 2016 at Lakashray Foundation, New Delhi.

#### Shri Otojit Kshetrimayum, Associate Fellow

- Attended an International Conference on Redefining Labour Roles in a Globalizing India organised by Institute of Economic Growth (IEG), Delhi during January 28-30, 2016.
- Presented a paper on Integration of ICT in School Education: Interrogating ‘Digital Lag’ in the National Seminar on Digital India: Power, Politics and Poverty of Information organised by the Department of Sociology, Jamia Millia Islamia in collaboration with Indian Council for Social Sciences Research on February 29, 2016.

#### Dr. Ellina Samantroy Jena, Associate Fellow

- Participated in Guest Lecture titled “Inclusive Cities and the Urban Working Poor: Gender Dynamics and Women’s Empowerment on January 25, 2016 at ILO India Habitat Centre, New Delhi.
- Discussant in the International Labour Conference (28<sup>th</sup>- 30<sup>th</sup> Jan) on January 28, 2016 organized by the Institute of Economic Growth, New Delhi.
- Presented the study titled Reconciling Work and Family Life: A Study of Women’s Time Use Patterns, Unpaid Work and Workplace Policies on February 20, 2016 at FESDIG, organized by International Labour Organisation at India Habitat Centre, New Delhi.
- Co-ordinated a Sensitization Workshop on Sexual Harassment at Workplace on February 29, 2016 at the V.V. Giri National Labour Institute.

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