



# इन्द्रधनुष

# INDRADHANUSH

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## FROM THE DIRECTOR GENERAL'S DESK

### Strengthening Social Dialogue in India

Social dialogue is one of the most effective means of promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and human dignity. Tripartite social dialogue on economic and social policy making, between governments, employers and workers, have a fundamental role to play in nurturing a productive and competitive economy, democracy and social justice. The involvement of all three concerned parties in the design of economic and social policies facilitates consensus building with a balance between the demands of economic development and social cohesion. It also provides the best possible scenario for the effective and sustainable implementation of the policies concerned, minimizing the risk of industrial and social conflict.

India's commitment to evolving mechanisms to strengthen social dialogue in matters pertaining to labour and social policy formulation has a long tradition. India is one of the few countries where tripartite consultations began even during the colonial period. These efforts have led to the evolution of a three-tier structure for facilitating social dialogue: (i) national level; (ii) state level; and (iii) plant/enterprise level. Promoting social dialogue is one of the most effective strategies to address the emerging labour market challenges as well as to reap the possible advantages available to the economy, in a phase of growing integration and interdependence of nations and markets. This is particularly important for highlighting the centrality of labour and industrial relations, while evolving effective and inclusive socio-economic policies, aimed at higher levels of economic progress.

Currently, there is an implicit assumption that an employment relationship between workers and employers is necessary for social dialogue to occur. Such an assumption directly excludes large numbers of workers who are in the informal sector from involvement in or reaping the benefits of the social dialogue. Different interest groups such as women, the unemployed, consumer forums and voluntary organizations need adequate recognition and representation in order to make the social dialogue process more inclusive and equitable.

Another critical need relates to expanding the scope of social dialogue beyond the horizons of issues of industrial relations. It is imperative that important social and political issues, such as poverty reduction, governance, equity and social conflict, are also brought within the ambit of social dialogue.

Although there have been several attempts to highlight issues related to social dialogue at the national level in India, efforts in this direction at the state and enterprise levels have been relatively minimal. There is an urgent need to undertake empirical studies to enumerate enabling conditions for effective functioning of social dialogue and to demonstrate positive features of social dialogue at the state and enterprise levels. Usable indicators of social dialogue need to be developed to assess the progress on this important dimension of decent work. Given the growing centrality of the informal sector, it is necessary to develop social dialogue indicators for this sector. The complex and diverse nature of work arrangements in this sector makes it difficult to decide the kind of information relevant to develop such indicators. However, as a starting point it is important to focus on basic information like unionization in the informal sector and informal sector organizations. There exist a number of informal sector organizations in India that aim to provide a voice for workers on a range of issues. These practices and experiences for promoting social dialogue, especially the voices of the workers, need to be documented and disseminated as widely as possible.



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## SPECIAL EVENTS

### Media / Academicians Workshop on Child Labour Bill (July 03, 2015)

Media/Academicians Workshop on 'Understanding the Positive Aspects of Amendments of Child Labour (Prohibition & Regulation) Act' was organized by the V. V. Giri National Labour Institute on July 03, 2015 at the Ministry of Labour and Employment (MoLE), Shram Shakti Bhawan. The objective was to discuss on various aspects and dimensions of the proposed amendments in the Child Labour Bill that is to be placed in the Parliament. The Workshop was attended by officials of the MoLE, academicians, labour enforcement officers, consultants and institutions working on Labour Reforms, Media and Child Rights from different parts of the country. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI and Coordinator of the National Resource Centre on Child Labour (NRCCL) coordinated this Workshop.

### Workshop on Child Protection and Child Rights in District Gautam Budh Nagar, Uttar Pradesh: Reality and Response (August 7, 2015)

A Workshop on 'Child Protection and Child Rights: Reality and Response with special focus on district Gautam Budh Nagar, (U.P.)' was organized jointly by the V.V. Giri National Labour Institute and the Department of Child Protection, Government of Uttar Pradesh with facilitation by Social and Development Research and Action Group (SADRAG) on August 07, 2015, at VVGNI. The objective of the workshop was to sensitize and acquaint the participants with the child labour legislations, provisions and services available for child welfare. The workshop was attended by several officials from G.B. Nagar district administration and by district police personnel. **Dr. Helen R. Sekar**, Senior Fellow, was the Coordinator of this Workshop.



### Technical Discussion on Labour Markets, Labour Laws and Labour Reforms (August 25, 2015)

V.V. Giri National Labour Institute jointly with International Labour Organisation organised a Technical Discussion on 'Labour Markets, Labour Laws and Labour Reforms' on August 25, 2015 at V.V. Giri National Labour Institute. The meeting focused on identifying the key labour market trends and its implications for labour law reforms and also discussed the labour reforms processes which have been initiated in different countries, including India.



The meeting was chaired by Mr. Shankar Aggarwal, Secretary (Labour & Employment) and was attended by senior level officials of the Ministry of Labour & Employment and its autonomous organisations.

The technical papers presented and discussed were:

- Key Labour Market Trends in Emerging and Developing Economies - Dr. S.K. Sasikumar, Senior Fellow, V.V. Giri National Labour Institute
- Regulating Trends: International Trends - Dr. Sean Cooney, Labour Law Reform Unit, International Labour Organisation
- Towards Effective Labour Market Regulation: What can Economies Contribute to this Agenda – Dr. SherVerick, Senior Employment Specialist, International Labour Organisation
- Inter Country Perspective on Regulation of Contract Labour – Dr. Sanjay Upadhyaya, Fellow, V.V. Giri National Labour Institute
- Labour Law and Governance Reforms in India – Prof. K.R. Shyam Sundar, Professor, XLRI, Jamshedpur
- Labour Reforms in India: Content and Contemporary Perspective – Dr. Kingshuk Sarkar, Fellow, V.V. Giri National Labour Institute
- Labour Law Reforms in India – Dr. Onkar Sharma, Ministry of Labour & Employment

## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Effective Enforcement of Laws Pertaining to Women Employees (July 27-31, 2015)

The programme was designed for the officials from government, research institutions, skill development institutions and for central trade unions leaders. The objectives of the programme were: (i) to discuss gender issues in labour; (ii) to develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women workers; (iii) to emphasize on enforcement of laws related to women workers e.g. Equal Remuneration Act, Maternity Benefit Act, Employees' Compensation Act; (iv) to acquaint with Supreme Court guidelines on sexual harassment. The training programme was attended by nineteen participants. **Dr. Sashi Bala**, Fellow was the Course Director of this programme.

#### Towards Generating Quality Employment: Challenges and Options (August 03-06, 2015)

The specific objectives of the programme were: (i) to examine the linkages between employment, economic growth and development; (ii) to analyse emerging trends in employment; (iii) to share good practices on quality employment generation; (iv) to discuss strategies to evolve quality employment as a catalyst for achieving the national goal of sustainable and inclusive growth. The programme was attended by thirty practitioners and scholars from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow coordinated this programme.

#### Effective Enforcement of Laws on Health (August 10-14, 2015)

The above training programme was conducted in order to develop an understanding of the need for health protection and security of workers among labour department officials as well as among trade union leaders. The major objectives of the training were: (i) to develop a conceptual understanding of the need for health protection of the workers; (ii) to examine the emerging issues and challenges with regard to health legislations; (iii) to familiarize participants with different schemes and programmes on health security of workers and (iv) to understand the enforcement of laws with regard to the safety and health of workers. The training was attended by eighteen officers from the State Directorate of Factories, State Labour Departments and senior trade union representatives. **Dr. Ruma Ghosh**, Fellow coordinated the training.

## INDUSTRIAL RELATION PROGRAMMES (IRP)

### Industrial Relations and Trade Unionism in a Globalising Economy (July 06-09, 2015)

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

## CAPACITY BUILDING PROGRAMME (CBP)

### Training of Trainers Programme for Rural Educators (July 06-10, 2015)

The programme was organised for rural trade union activists from different parts of the country. The objectives of the programme were to: (i) to develop understanding of empowerment; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint with labour laws for unorganized sector. The programme was attended by fifty seven participants from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Handling Sexual Harassment at Workplace (July 6-10, 2015)

The above training programme was designed for trade union leaders. The objectives of the programme were: (i) to discuss sexual harassment at the workplace; (ii) to discuss the legal framework towards addressing sexual harassment at the workplace; (iii) to discuss the strategies needed to combat sexual harassment at workplace. The training programme was attended by thirty three participants. **Dr. Sashi Bala**, Fellow coordinated the training.

### Migration and Development: Issues and Perspectives (July 13-16, 2015)

The above training programme was organised for researchers and policy makers dealing with international and national migration issues. The specific objectives of the course were: (i) to understand the concepts and theories relating to migration; (ii) to examine the emerging trends and patterns in migration in a globalizing economy; (iii) to discuss key components of contemporary migration policies; (iv) to analyse developmental potential of migration. The training programme was attended by twenty three participants from different parts of India. **Dr. Rakhee Timothy**, Associate Fellow coordinated the training.

### Leadership Development Rural Trade Union Leaders (July 13-17, 2015)

The training programme was organised for the district level trade union leaders/ organisers engaged in organization building in rural areas. The specific objectives of the programme were: (i) to provide an overview of the issues in the rural unorganised sector in India; (ii) to develop/sharpen skills of rural trade union leaders to understand, study and analyze rural society; (iii) to provide insights into dynamics of interpersonal and intergroup relationships; (iv) to discuss various issues and aspects related to organisation building; (v) to create an awareness about legal rights and provisions; (vi) to develop critical awareness of prospective leaders about various social protection and employment policies; (vii) to make the participants aware about the emerging techniques of organizing rural workers; (viii) to help in locating the resources at the micro and macro level. The training programme was attended by twenty six participants from different parts of the country. **Dr. Ellina Samantroy Jena**, Associate Fellow was the Course Director.

## **Managing Livelihood and Social Protection in the Hill Regions (July 13-17, 2015)**

The above training was designed for government officials, trade union representatives, NGOs and skill imparting institutions from the hill regions. The aim of the programme was to enhance the competence of social partners and motivate them to work towards the promotion and holistic management of livelihood and social security measures in the hill regions. The objectives of the programme were: (i) to discuss various issues and challenges relating to livelihood and social security; (ii) to make the participants understand their roles in addressing the issues; (iii) to discuss about new avenues and innovative methods; (iv) to enable them to contribute effectively for the promotion and management of livelihood and social security in the regions. The programme was attended by forty participants. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

## **Training of Trainers Programme for Rural Educators (July 20-24, 2015)**

The above training programme was organised for rural trade union activists from different parts of the country. The objectives of the programme were: (i) to develop understanding of empowerment; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint with labour laws for unorganized sector. The programme was attended by thirty participants. **Dr. Poonam S. Chauhan**, Senior Fellow coordinated the training.

## **Enhancing Leadership Skills of Leaders/Organisers of Fishery Workers (July 20-24, 2015)**

The above training programme was organised for the activists of fish workers' union from different parts of the country. The objectives of the programme were: (i) to impart knowledge and information about fishery 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 the participants on the various aspects of welfare funds. The programme was attended by twelve participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## **Promoting Decent Work in the Construction Industry (August 03-07, 2015)**

The above training programme was organised for the leaders of construction workers, representatives from employer's association/ construction industry and labour officials. The aim of the programme was to sensitize the participants with the concept and need for decent work and discuss various issues and strategies for its promotion in the construction industry. The major objectives of the programme were: (i) to familiarize the participants with the concept and components of decent work and its relevance in construction; (ii) to identify major challenges towards attaining decent work conditions in the construction industry; (iii) to discuss ways and means to address the various challenges for promotion of decent work in construction. The programme was attended by thirty six participants. **Mr. P. Amitav Khuntia**, Associate Fellow, was the Course Director.

## **Gender, Work and Social Protection (August 24-28, 2015)**

The above training programme was designed for government officials, leaders from central trade unions and civil society representatives. The objectives of the programme were: (i) to sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc. and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (ii) to understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iii) to address the issues of women's unpaid care work and other domestic responsibilities in informing policies on social protection; (iv) to understand the different social protection programmes/schemes and good practices that promote employment both at national and international levels; (v) to enable the participants to develop an understanding about the role of social protection in ensuring gender equality and agency building of women through a rights-based approach. A total of thirty three participants from different parts of the country attended the programme. **Dr. Ellina Samantroy Jena**, Associate Fellow was the Course Director.

## COLLABORATIVE TRAINING PROGRAMMES (CTP)

### Gender Issues in Labour (SLI, Orissa) (July 01-03, 2015)

The above training programme was organised in collaboration with State Labour Institute (SLI), Odisha. The aim of the programme was to address and strengthen the understanding of gender issues in the labour market. The programme was based on the following objectives: (i) to develop a conceptual overview of gender and work; (ii) to address the various inequalities prevalent in the world of work; (iii) to sensitize the participants about various discriminatory practices prevalent in the world of work; (iv) to create awareness about gender and development issues related to work, education, health, violence, developmental policies and programmes, legislative measures etc.; (v) to sensitize the participants to development issues relating to gender and to enhance their capacity to understand, analyse and utilize gender dimensions in development process. The programme was attended by thirty seven participants from different parts of Odisha. **Dr. Ellina Samantroy Jena**, Associate Fellow was the Course Director.

## IN-HOUSE TRAINING PROGRAMMES

### Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam (July 27-31, 2015)

The above training programme was organised for the employees of Oil India Limited, Assam. It was based on the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. The programme was attended by twenty one participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam (August 10-14, 2015)

The above training programme was organised for the employees of Oil India Limited, Assam. The above training programme was based on following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. The programme was attended by twenty eight participants. **Dr. Poonam S. Chauhan**, Senior Fellow coordinated the training.

## INTERNATIONAL TRAINING PROGRAMMES (ITP)

### Skill Development and Employment Generation (August 10-28, 2015)

The above international training programme was conducted under the ITEC/SCAAP programme of the Ministry of External Affairs. The objectives of the programme were: (i) to understand the linkage between vocational education and skill training with growth and employment; (ii) to acquire knowledge about the vocational educational and training systems around the world and about its various components (iii) to understand the challenge of employment generation and designing appropriate active labour market and skill development policies to meet those challenges. The programme was attended by seventeen government officers, policy makers from ten countries namely - Afghanistan, Bangladesh, Mauritius, Mongolia, Nigeria, Palestine, Sri Lanka, South Africa, Turkey and Zimbabwe. **Mr. P. Amitav Khuntia**, Associate Fellow, was the Course Director.



## NORTH-EASTERN STATES PROGRAMMES (NESP)

### Skill Development and Social Protection (August 17-21, 2015)

The programme was designed for government officials, representatives of central trade unions, civil society organizations 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. There were thirty six participants representing all the eight states of north east India. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

### Fundamentals of Labour Laws for Trade Union Leaders and NGOs from North Eastern States (August 17-21, 2015)

The objective of the programme was to provide the knowledge of substantive as well as procedural contents of labour laws, understanding of social security legislations, wage laws and laws pertaining to contract labour. There were twenty six participants from various north eastern states. **Shri J.K. Kaul**, Administrative Officer coordinated this programme.

## STUDY VISIT TO VVG NLI

- A study visit of the new batch of students joining BSW, BA(Hons), MSW, MA Development Studies, MA Political Science programmes in the Amity University was organised on July 22, 2015. **Dr. Helen R. Sekar**, Senior Fellow, VVG NLI, addressed the students on the topic 'Child Labour Issues in India in the Context of Child Rights' in order to enhance their understanding on the issue of child labour.
- A study visit of the participants of the International Training Programme on Human Resource Planning and Development which was being organized by the Institute of Manpower Research, New Delhi was organised on August 21, 2015. **Dr. Helen R. Sekar**, Senior Fellow, VVG NLI, addressed the participants on the topic 'Evolving Strategies for Combating Child Labour across the Globe'.

## OTHER IMPORTANT ACTIVITIES

### Dissemination Workshop on Dynamics of Employment of Children in West and East Jaintia Hills District of Meghalaya (July 16, 2015)

A Dissemination Workshop was organized at the Secretariat, Government of Meghalaya, Shillong to share the findings and recommendations of the study undertaken by VVG NLI in 100 villages of Meghalaya entitled "Dynamics of Employment of Children in West and East Jaintia Hills District of Meghalaya". Mr. M.S. Rao, Principal Secretary, Labour and Employment, Government of Meghalaya presided over the deliberations of the Workshop. Thirty-two participants attended the workshop including Commissioner and Secretary, Labour Commissioner, Deputy Labour Commissioners, Labour Inspectors and researchers. **Dr. Helen R. Sekar**, Senior Fellow and **Dr. Otojit Kshetrimayum**, Associate Fellow coordinated the workshop and shared the findings of the study.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Faculty Members

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

- Attended the 46<sup>th</sup> Session of Indian Labour Conference held during July 20-21, 2015 at Vigyan Bhawan, New Delhi
- Made a Presentation on *Key Labour Market Trends in Emerging and Developing Economies* to the Technical Discussion on Labour Markets, Labour Laws and Labour Reforms organised by V.V. Giri National Labour Institute and International Labour Organisation for the senior officials of the Ministry of Labour & Employment on August 25, 2015 at V.V. Giri National Labour Institute, NOIDA

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

- Convened a meeting with UNICEF, India on July 7, 2015 at VVGNLI. The purpose of the meeting was to discuss on Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India.
- Coordinated a meeting along with Dr. Ellina Samantroy on August 11, 2015 at UNICEF to discuss situational analysis of child labour in India including the rural-urban shift and also analysis of child labour by the type of occupations up to the district-level.

### **Dr. Sanjay Upadhyaya, Fellow**

- Presented a paper on *Regulation of Fixed Term and Contract Employment: an Inter Country Perspective* at the Workshop on Labour Law Reforms organized by the V.V.Giri National Labour Institute, Noida on August 25, 2015.

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

- Attended the 47<sup>th</sup> Session of Standing Labour Committee (SLC) at Scope Complex, New Delhi on July 10, 2015 for preparing the Record Notes.

### **Dr. Shashi Bala, Fellow**

- Attended the 46<sup>th</sup> Session of Indian Labour Conference (ILC) held on July 20-21 at Vigyan Bhavan, Delhi as one of the members of the Drafting Committee.
- Attended a Conference on *Strategies for Sustainable Development: Climate Action, Financial Reform* held on August 3, 2015 organised by FICCI, New Delhi.

### **Dr. Kingshuk Sarkar, Fellow**

- Presented a paper titled *Changing Institutional Architecture and India's Export Competitiveness in Tea* at the Tenth Annual International Conference on Public Policy and Management from Aug 3-5, 2015 at Indian Institute of Management, Bangalore
- Published a Discussion Paper (NRPPD Discussion Paper No. 46 ) titled *Wages Mobility and Labour Market Institutions in Tea Plantations: The Case of West Bengal and Assam* in July 2015 from Centre for Development Studies, Thiruvananthapuram.
- Presented a paper titled *Labour Reforms in India: Context and Contemporary Perspective* at the Workshop on Labour Law Reforms organized by the V.V. Giri National Labour Institute, Noida on August 25, 2015.

### **Shri Otojit Kshetrimayum, Associate Fellow**

- Attended the 47<sup>th</sup> Session of Standing Labour Committee (SLC) as one of the members of the Drafting Committee held at Scope Complex, New Delhi on July 10, 2015.
- Presented the findings of the study on *Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in Hazardous Occupations in East and West Jaintia Hills Districts of Meghalaya* to the Government of Meghalaya on July 16, 2015 at Shillong.
- Attended as Jury Panel Expert & Guest of Honour for the North East Social Impact Award 2015 Summit organised by the North East Development Foundation in collaboration with National Foundation for India, Foundation for Social Transformation, Nasscom Foundation, Digital Empowerment Foundation, Indian Institute of Corporate Affairs, Indian Institute of Entrepreneurship and The Rajiv Gandhi National Institute of Youth Development (RGNIYD) on August 28, 2015 at Guwahati.

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

- Presented a paper on *Work and Family Reconciliation: Unpaid Work and Time Use Patterns of Women in India* on August 7, 2015 at the 37<sup>th</sup> IATUR Conference on 'Time Use Research' at Ankara University, Ankara, Turkey.

“**LoPN Hkj r vfhk ku\*\***”

“**MISSION SWACCH BHARAT**”

It does not require money to be neat, clean and dignified.

Let us join hands to make Mission Swacch Bharat an iconic achievement through Jan Bhagidari

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



एक कदम स्वच्छता की ओर