



# इन्द्रधनुष

# INDRADHANUSH

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## FROM THE DIRECTOR GENERAL'S DESK

### Towards Formulation of Humane and Inclusive Minimum Wage Policy

The issue of wages is perhaps the most vital issue especially for workers engaged in the informal sector. In this context, formulation of an appropriate policy and rational criterion for determination of minimum wage assumes paramount importance. Accordingly, most of the countries have taken steps to regulate the same by adopting policy and legislative measures in this regard. A review of the history of such measures in various countries reveals that these measures which initially aimed at protecting the very limited and vulnerable categories of workers have gradually progressed and culminated in expanding their scope to cover the maximum possible categories of workers. The result is that at present, in some of the countries the minimum wage legislation extends to cent percent employees/workers in all the categories of employments and occupations.

The most crucial aspect of the overall system of minimum wage administration is its efficacy. This largely depends on due participation of various stake holders in the process of minimum wage determination, widest possible coverage of wage earners within the scope of minimum wage legislation and effective compliance mechanism. The key elements of effective compliance mechanism are: augmentation of quantitative and qualitative strength of enforcement officials; desired level of awareness among the employers and wage earners with regard to notified minimum wages and effective sanctions.

Another crucial aspect of minimum wage administration is the method of its determination. The key elements in this process include: determination of minimum wages at the national, regional or local level; involvement of various social partners; permanent / ad-hoc nature of tripartism and consultation mechanism and coverage and scope of minimum wage determination. A cross country analysis of all these elements reveals that the regulatory framework in majority of the countries provides ample scope for determination at national as well as at regional/local level. However, the degree of autonomy to regional/local governments in this regard varies from country to country.

Identifying appropriate norms/criteria for minimum wage determination is yet another important but highly troublesome aspect related to minimum wage administration. The ILO, way back in 1928, while adopting recommendation in this regard clearly emphasized that the minimum wages to be fixed should be sufficient to enable the workers and their family members to maintain a suitable standard of living and that for this purpose regard should primarily be had to the rates of wages being paid for similar work in trades where the workers are adequately organized. It also emphasized that in case, no such standard of reference is available, the general level of wages prevailing in the country or in the particular locality may be taken into account. Further, the meeting of experts convened by the governing body of ILO in 1967 to examine the problem of minimum wage determination identified: (a) the needs of the worker; (b) the employer's capacity to pay in relation to national economy as a whole; (c) a comparison of standard of living of various social groups and (d) the requirements of economic development as the four basic criteria to be taken into account in determination of minimum wage. Again in 1970, while adopting Convention No. 131, the levels of productivity and desirability of attaining and maintaining a high level of employment were added as additional criteria to be taken into account.

Although, the above mentioned parameters with regard to various aspects of regulation of minimum wage were laid down long back but a proper balancing of all these considerations and criteria constitute the key elements of formulation of a sound, humane and inclusive minimum wage policy even in the present context.

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#### Editorial Board

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# RESEARCH CENTRES

## Centre for Labour and Health Studies

### Aims and Objectives

The degree to which health systems meet the needs of different social groups is an issue of concern all over the world. This is more so in countries experiencing rapid economic and institutional change. In India where a large number of people are poor and depend on the informal sector for their livelihood, providing horizontal equity in terms of health benefits becomes a challenge. In order to address these key issues of health provision and its interlinkages with the world of work, the Centre for Labour and Health Studies has been set up in V.V. Giri National Labour Institute. This specialised Centre focuses on understanding and addressing emerging health challenges confronting workers in a globalised economy. The core research areas of the centre are as follows:

### Core Research Areas of the Centre

- New forms of employment and emerging health risks and patterns of morbidity
- Labour market transformations and its challenges to health security
- Understanding access to health and health behavior: caste, class, ethnicity and gender interfaces
- Public health care delivery systems and its impact.
- Role of social insurance in providing health protection

### Major Research Projects completed/initiated recently

- Impact of MGNREGA on the Living Conditions of Unorganized Workers in Rural Areas
- Workplace Health and Safety: A Study of Select Small-Scale Industrial Units in Delhi
- Evaluation Study of Rashtriya Swasthya Bima Yojana
- Family Labour in Small Holding Plantation Sector: Study with Special Focus on Women and Children in South India
- Changing Land Utilisation Patterns in the Tea Plantation Sector in West Bengal: Few Policy Imperatives

### Research Advisory Group

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

- Prof. Ritu Priya Mehrotra, Jawaharlal Nehru University, New Delhi
- Prof. Indrani Gupta, Institute of Economic Growth, Delhi
- Prof. K.R. Nayar, Jawaharlal Nehru University, New Delhi
- Prof. P.M. Kulkarni, Jawaharlal Nehru University, New Delhi
- Prof. Sanjay Zodpey, Director, Indian Institute of Public Health, Delhi

**Centre Coordinator:** Dr. Ruma Ghosh, Fellow.

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## PUBLICATION OF RESEARCH STUDIES

### Engendering Gender Statistics: An Analysis of Gender Differentiated Statistics in India

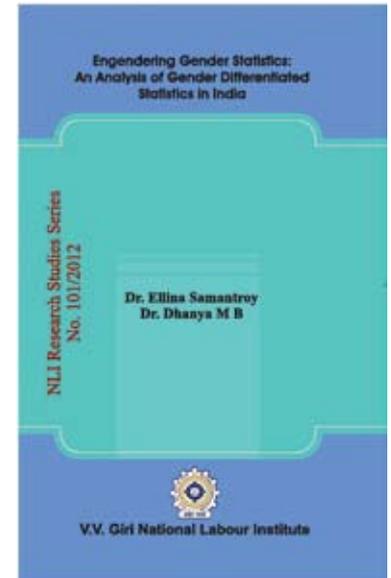
This study tried to analyse the role of gender statistics in exposing the widespread gender diversity in India. It is a fact, however, that the contribution of women to the national economy is still subject to more under reporting and misrepresentation than the contribution of men. The statistics available are partial and contribute to maintaining a distorted perception of the nature of a country's economy and its human resources, and to perpetrating a vicious circle of inequality between men and women caused by inappropriate perceptions, policies and programmes. In the present study an attempt was made to find out the various possibilities of gender representation in statistical data and an effort was made in the present study to unmask the various obstacles deeply embedded in the social structure and how they are instrumental in ignoring various aspects of women's role and their participation in socio-economic sphere.

Against this backdrop, the following main objectives of the study were formulated:

- To develop a conceptual understanding about gender and the importance of gender in statistics
- Explore the various concepts in gender statistics related to labour
- Identify the key areas in terms of employment (formal and informal) and analyze their representation in statistics.
- To make comparative analysis of selected countries and explore the representation of gender in statistics.
- To identify the reasons for invisibility of gender in statistics with special reference to value added statistics in gender and its relevance in policy making.

The study was based on secondary data collected from several governmental sources like periodicals, official records, published governmental sources. Conceptual and theoretical understanding was developed from the extensive review of literature. For the present study Census, NSSO (National Sample Survey organization), NFHS (National Family Health Survey), NCEUS (National Commission for Enterprises in the Unorganised Sector) and Central Statistical Organisations (Time use survey) data were studied and interpreted subsequently. In order to compare the gender gaps existing in India, an index of dissimilarity was used to examine the male-female differentials over the years. Comparative analysis of select countries (Sweden, and some South Asian countries namely Bangladesh) were undertaken in order to capture the data adequately and locate the various loopholes in the representation of data on gender in India. For the cross country comparison data was collected from various international sources like, ISTAT; Statistics Sweden; EUROSTAT; Bangladesh Bureau of Statistics; Population Census Commission, Bangladesh; ILO; UN women, etc.

It was an endeavour to have a deeper understanding about gender issues in labour statistics. It had also tried to locate the various data gaps in capturing women's work in various statistical data sources. In order to have a relative and better understanding about gender statistics in various countries a cross-country analysis of selected countries (Sweden and Bangladesh) was undertaken for the study. Subsequently, considerable efforts were undertaken in the study to explore the invisibility of gender issues in statistics and also to highlight on some value added statistics and its relevance in policy making.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Training Programme on Quasi Judicial Authorities: Role & Functions (08-12 April, 2013)

The officers vested with quasi judicial powers under various labour legislations play an important role in realization of the objectives of numerous labour legislations. The basic requirements for discharging the quasi judicial role in an effective manner include: knowledge of core labour standards, basic principles of Constitution and natural justice, knowledge of intent and content of various labour enactments and latest court rulings. In order to meet these requirements of quasi-judicial officers from State Governments, the Institute organized the above mentioned programme. The programme aimed at developing conceptual framework for discharging quasi-judicial functions in the context of present socio economic scenario, discussing problems of quasi-judicial authorities and helping them to develop an understanding of relevant areas of constitutional law and administrative law. The programme was attended by 17 quasi judicial officials from the States of Kerala, Uttarakhand, Jharkhand, Uttar Pradesh, Madhya Pradesh, Chhattisgarh, Himachal Pradesh, Delhi and Jammu & Kashmir. During the course, the participants were addressed by the Institute's faculty as well as distinguished resource persons such as Dr. Lakshmidhar Mishra, former Union Labour Secretary, Prof. S.C. Shrivastava, Secretary General, National Labour Law Association and Shri Pankaj Kumar, Judge of Labour Court, Govt. of U.P. **Shri V.P. Yajurvedi**, Director General distributed certificates to the participants. The Course was coordinated by **Dr. Sanjay Upadhyaya**, Fellow, VVGnLI.



#### Managing Work Effectively: A Behavioural Approach (08-11 April, 2013)

It has been widely recognised that effective organisational behaviour is essential for work management. In this context behavioural skill assumes great significance. These skills include communication skills, interpersonal transactional skills, motivational styles, positive attitude, stress management and leadership styles and skills etc. This programme was based on following objectives: (i) To enhance effective leadership skills; (ii) To sharpen interpersonal skills; (iii) To acquaint with the concept of emotional intelligence; (iv) To strengthen consensus building; (v) To inculcate skills for creative problem solving. There were 30 participants representing Gujarat Narmada Valley Fertilizers & Chemicals Limited; The West Bengal Power Development Corporation Limited, West Bengal; National Thermal Power Corporation; Tata Steel, Jamshedpur, Jharkhand; Hindustan Aeronautics Limited, Balanagar, Hyderabad; National Aluminum Company Ltd. and Reserve Bank of India Employees Association, New Delhi. The Valedictory Address was delivered by **Shri V.P. Yajurvedi**, Director General. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

# CAPACITY BUILDING PROGRAMMES (CBP)

## Leadership Development Programme for Activists of BKMU (8-10 March, 2013)

Effective leadership promotes strong trade unionism and ensures workers' participation in their own development. The objectives of this training programme were: (i) To identify the rural workers' problems and find their solutions; (ii) To foster organization building among the rural workers; (iii) To instill leadership skills; (iv) To orient workers with specific labour laws. The programme was exclusively for the activists of Bhartiya Khet Mazdoor Union. Forty participants attended this programme from 16 districts of Punjab. The programme was inaugurated by **Shri V.S. Nirmal**, veteran leader of BKMU from Chandigarh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director..

## Training Programme on Gender Issues in Labour (11-15 March, 2013)

A Training Programme on Gender Issues in Labour was held at V.V Giri National Labour Institute from 11-15 March, 2013. The programme was designed for trade union leaders and representatives of NGOs. The training programme was an important endeavour to enlighten the participants about the inequalities, discriminatory practices, and the various challenges existing in the labour market scenario. The programme focussed on the following important 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 developmental process. The programme was attended by 18 participants from Gujarat, Manipur, Mizoram, Orissa, Uttar Pradesh and Karnataka. **Shri V.P. Yajurvedi**, Director General, VVGNI delivered the Valedictory Address and distributed the certificates to the participants. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

## Training Programme on Empowering Rural Women Organisers (18-22 March, 2013)

Women organisers in the trade union movement have been the key strength in mobilising and organising women workers in India. This training programme aimed at imparting leadership skills to the participants. Subjects such as empowerment, gender issues in leadership at work; communication skills, labour laws were discussed in this training programme. Group work and interactive methods were used to engage in discussions on various dimensions and in turn strengthen organisation building. There were 27 participants representing various trade unions from the states of Madhya Pradesh, Orissa, Uttar Pradesh, Manipur and Gujarat.

**Shri V.P. Yajurvedi**, Director General, VVGNI gave the Valedictory Address. **Dr. Rinju Rasaily**, Associate Fellow, VVGNI was the Course Director.

### **Leadership Development Programme (11-15 March, 2013)**

This programme was attended by 35 participants who were activists of Bharatiya Mazdoor Sangh from Andaman & Nicobar Islands. The major objective of the programme was to enhance the capacity of the participants and instill leadership skills in them. The specific objectives were: (i) To enhance effective leadership skills; (ii) To discuss the role of Trade Unions in emerging economic political scenario; (iii) To have knowledge about labour laws and recent changes in labour laws; (iv) To sharpen Interpersonal skills; (v) To acquaint with the concept of Emotional Intelligence; (vi) To strengthen consensus building; (vii) To inculcate skills for creative problem solving. **Shri V.P. Yajurvedi**, Director General delivered the Valedictory Address and distributed certificates to the participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.



### **Training Programme on Social Security for Unorganized Workers (18-22 March, 2013)**

In today's globalized world, insecurities of workers have increased manifold. In order to tackle the insecurities of workers in the unorganized sector, the government has enacted a law on social security for the unorganised workers. This training programme was conducted in order to sensitize the participants, so that they could benefit from the law. The programme was attended by 48 participants from the states of Assam, Gujarat, Manipur, Madhya Pradesh, West Bengal, Uttar Pradesh and Haryana. The objectives of the programme were: (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. **Shri V.P. Yajurvedi**, Director General delivered the Valedictory Address and distributed certificates to the participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### **Leadership Development Programme for Rural Trade Union Leaders (15 -19 April, 2013)**

This programme was conducted during 15-19 April 2013 in the Institute and was attended by twenty seven representatives from various central trade unions. The participants belonged to CTUs such as UTUC, INTUC, NLO, BKMS, HMS and BMS and represented states like Gujarat, West Bengal, Uttar Pradesh and

Chhattisgarh. The 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. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

### **Training Programme on Gender, Poverty and Employment (15-19 April, 2013)**

A training programme on Gender, Poverty and Employment was organised at VVGNI from 15-19 April, 2013. The main objective of this training programme was to draw out linkages between issue of gender, poverty and employment through sectoral case illustrations. The basic concepts underlying the theme were discussed. Important government policies with regard to employment and employability, skill development, gender and



poverty alleviation, labour laws were also discussed. There were 25 participants representing trade unions from the states of Assam, Andhra Pradesh, Gujarat and Delhi. Group discussions broadly on the thematic issues threw up marked sectoral and inter-state differences in terms of basic infrastructure and government programmes and schemes, for example between Assam and Andhra Pradesh. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director of the programme.

### **COLLABORATIVE PROGRAMMES (CP)**

#### **Training Programme on Social Security for Workers in the Unorganized Sector (28 February - 01 March, 2013)**

This training programme was conducted at State Labour Institute, Siliguri, West Bengal during February 28 – March 01, 2013. The objectives of the programme were: (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. The programme was attended by forty participants from the Labour Department of West Bengal, trade unions and NGOs. The programme was inaugurated by Shri A. Rasul, Additional Labour Commissioner, West Bengal. Smt. Rina Targain, Director, State Labour Institute, West Bengal chaired the Valedictory Session. The training was conducted by **Dr. Ruma Ghosh**, Fellow, VVGNI along with **Dr. M.M. Rehman**, former faculty, VVGNI as the resource person.

## Empowering Women Organisers (21 - 23 March, 2013)

The training programme was conducted by V.V. Giri National Labour Institute in collaboration with Nabakrushna Choudhury Centre for Development Studies (NCCDS) at Bhubaneswar during March 21 -23, 2013. This programme was attended by 26 participants representing central trade unions like AITUC, INTUC, CITU, BMS, HMS and AIUTUC. In the Inaugural Session of the training, **Prof. R.K. Panda**, Director of NCCDS gave the Welcome Address. The Course Director of the training programme threw light upon the emerging issues of women workers



and the relevance of the training programme in this context. Special Guest of the inaugural session, **Dr. Arvinda Kumar Behera**, IAS Retd. (Former Member, Board of Revenue, Odisha) emphasized the need of empowering women organizers of Odisha and highlighted the importance of such programmes. The different sessions of the training programmes were handled by eminent local level resource persons and faculty of NCCDS. In the Valedictory Session of the training **Prof. R.K. Panda**, Director, NCCDS delivered the Valedictory Address and distributed Certificates. **Shri P. Amitav Khuntia**, Associate Fellow, VVGNI and Course Director of the programme thanked both the Institutes for this initiative. **Dr. S. Meher** was the Coordinator from NCCDS.

## NORTH-EAST STATES PROGRAMME (NEP)

### Strengthening Awareness on Labour Issues and Laws pertaining to Women Workers (04 - 08 March, 2013)

V.V. Giri National Labour Institute Organized a Training Programme on Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers during March 04-08, 2013. The objectives of the training programme were: (i) to familiarize women workers about various legal provisions regarding women workers; (ii) to discuss gender issues in the labour market; (iii) to provide information on the various development schemes; (iv) to discuss the prohibition of sexual harassment of women at workplace. The Training programme was attended by eleven participants representing North East. **Dr Shashi Bala**, Fellow, VVGNI was the Course Director.



# INTERNATIONAL TRAINING PROGRAMMES (ITP)

## International Training Programme on Health Security and Protection (04-22 March, 2013)

V.V. Giri National Labour Institute organised an International Training Programme on Health Security and Protection during March 04-22, 2013 under the aegis of the ITEC/SCAAP scheme of the Ministry of External Affairs. The objectives of the programme were: (i) To identify health risks and insecurities of workers; (ii) To understand the issue of health protection and promotion at workplace; (iii) To understand the impact of changes in the health care



system and health financing. The programme was attended by 26 policy makers dealing with labour and health issues from 17 countries – Afghanistan, Bahamas, Botswana, Cambodia, Ethiopia, Guatemala, Indonesia, Lithuania, Mauritius, Myanmar, Niger, Nigeria, Palestine, Poland, Sri Lanka, Tajikistan, Zimbabwe. **Shri V.P. Yajurvedi**, Director General of the Institute inaugurated the programme and delivered the Inaugural Address. The Training programme comprised of twenty technical sessions which were handled by faculty from the Institute as well as eminent faculty members / resource persons from Jawaharlal Nehru University, Public Health Foundation of India, International Labour Organisation, GIZ-Delhi, International Finance Corporation (World Bank Group).

During the first week of the training, the participants were divided into four groups and each group was given a broad theme in the area of health protection, which was presented by them based on country inputs during the last two days on the third week. The presentations of the groups helped the participants as well as faculty get a global perspective on important themes in the area of health security and protection. On the concluding day feedback was taken from the participants. The participants rated the training programme as well as the contributions of the resource persons very highly. In the Valedictory Session **Shri V.P. Yajurvedi**, Director General distributed certificates to the participants. The training programme was coordinated by **Dr. Ruma Ghosh**, Fellow, VVGNI.

## International Training Programme on Skill Development and Employment Generation for Government Officials from Afghanistan (1-12 April, 2013)

An international training programme on Skill Development and Employment Generation for Government Officials from Afghanistan was held at V.V. Giri National Labour Institute, Noida from 01-12 April, 2013. There were 24 participants from the Ministry of Education, Government of Islamic Republic of

Afghanistan (GOIRA). The major objectives of this training programme were to: (i) Understand the linkages between vocational education and skill training with growth and employment in Afghanistan; (ii) Acquire knowledge about vocational education and training systems and its various components; (iii) Understand the challenge of employment generation and designing appropriate skill development policies to meet these challenges.



The programme was inaugurated by **Shri V. P Yajurvedi**, Director General of the Institute. There were 15 technical sessions conducted by prominent resource persons from various reputed organisations/institutions including faculty members from V.V. Giri National Labour Institute. Each session covered very pertinent issues related to the theme of the training with the following methodology: presentation on the topic/subject, case studies and interaction/discussion.

All the participants were divided into four groups, consisting of 6 members in each group. Each group made a presentation on various issues related to the concept of skill, the relationship between skill development and employment generation, skill development initiatives by the Afghanistan Government in general and Ministry of Education in particular and the challenges.

The participants were taken to two institutes for first-hand experience of the vocational skill training system in India. The first visit was at Industrial Training Institute (ITI) that is one of the prominent vocational institutes in India. The participants interacted with the Principal, instructors and students of the Institute. They also visited classrooms and workshops of the Institute and witnessed the practical teaching and learning process. The other visit was at National Institute of Open Schooling (NIOS) of India. There was a presentation on the activities of the Institute in general and the vocational courses provided by the Institute in particular. The participants interacted with the Chairman and Director, Vocational Courses of the Institute.

In the concluding session, some of the participants presented their feedbacks about the programme. **Shri V. P Yajurvedi**, Director General of the Institute delivered the Valedictory Address and also distributed certificates to the participants. **Dr. Anoop Kumar Satpathy**, Fellow, VVGNI and **Mr. Otojit Kshetrimayum**, Associate Fellow, VVGNI were the Course Directors of the training programme.

## OTHER IMPORTANT ACTIVITIES

### T.S. Sankaran Memorial Lecture (15 March, 2013)

Justice Asok Kumar Ganguly, Former Judge, Supreme Court of India and Chairperson, West Bengal Human Rights Commission delivered the T.S.Sankaram Memorial Lecture on the theme *Recent Trends in Labour Jurisprudence*. Justice Ganguly provided detailed account of the evolution of labour laws in India and its implications for industrial relations. He noted that the roots of both protective and regulatory aspects of the labour policy are to be found in the developments in the colonial period. He also noted that the legislative framework for managing labour relations established at the time of independence has not changed its basic orientation in the post-independence period. This, however, does not mean that no changes were made over time. The pressures for these changes emerged from two sources, which now assumed great importance. A first source of change was the increasing juridification of labour relations and expansion of judge made laws. A second source was changing socio economic ideologies of the regime, reflected in a greater welfare orientation and a tendency toward social legislation. These changes typically led to (i) periodic amendments to the basic labour laws (for e.g. amendments to the Industrial Disputes Act, Trade Union Act and Industrial Employment Acts); and (ii) new legislative initiatives (for e.g. the Contract Labour Act of 1970, the Equal Remuneration Act of 1976, the Bonded Labour Act of 1976, the Child Labour Act of 1986 and several pieces of social security and welfare legislation). These new legislative initiatives were bunched around the 1970s and early 1980s. In addition, there was an increasing tendency for states to legislate for a specific industry or sector. He said that the tendency for excessive juridification of work relations has militated against the development of a healthy collective bargaining system. It has also led to increasing resort to the adjudication machinery and excessive delays.

**Shri V.P. Yajurvedi**, Director General, V.V. Giri National Labour Institute presided over the function. **Dr. Lakshmidhar Mishra**, Former Union Secretary and Chief Adviser, Ministry of HRD, Government of India, **Dr. Praveen Sinha**, President, National Labour Law Association, **Shri S.K. Das**, Former Chief Secretary, Government of Uttarakhand, **Dr. Kamla Sankaran**, Faculty of Law, University of Delhi and **Prof. S.C. Srivastava**, Secretary General, National

Labour Law Association also spoke on the occasion. The event was organised by V.V. Giri National Labour Institute jointly with National Labour Law Association.



## Workshop on Exploring Entanglements of Caste and Class in Histories of Labour (21 March, 2013)

This workshop was organized with the objective of deliberating upon conceptual issues related to the research and collection project of the Integrated Labour History Research Programme of V.V. Giri National Labour Institute (VVGnLI) and Association of Indian Labour Historians (AILH) titled as 'History of Dalit Movement and Labour Movement'. In addition, an enquiry into the issues of sources and archives relevant for this project was to be discussed with scholars and specialists on labour history and dalit history.

The technical sessions were chaired by Prof. Sabyasachi Bhattacharya, President, AILH, Shri V.P. Yajurvedi, Director General, VVGnLI and Prof. Jairus Banaji, Jawaharlal Nehru University. A total of 25 scholars and specialists on labour history and dalit history participated in presentation and discussion in the workshop. The deliberations noted that the emergence of the conceptions of caste and class was coeval, the convergence and divergence



going together. It was pointed out that caste and class which exist in a relational sense have been seen as boxes into which people have been put into. Some of the questions which were posed for having discussions included, Why hasn't the two categories of caste and class been taken together in studies on histories of dalit and labour? What are the conceptual blockages? What needs to be the basis and nature of the archives to be created for unraveling such questions?

Some of the issues which were suggested to be explored in more detail in the project include the following:

### **(1) Quest to engage critically with the term 'dalit' in writing histories of caste and labour**

Most of the discussions and the presentations stressed on critically engaging with the term dalit in order to overcome the restrictions associated with it. The discussions focused on studying the socio-economic contexts which produces different meanings of dalit in different regions.

### **(2) Understanding caste and labour at varied historical junctures**

The discussions in the workshop focused on the idea of studying varied historical junctures which produces different implications of ties of caste and class. The need to be sensitive to Marxist restrictions in writing about a community was underlined. It was pointed out that class needs reform but not to miss the analytical category of class itself. The empirical categories should be different from the analytical categories. History writings should not proceed on basis of empirical and organizational categories. Every single community has its own history with regard to its own historians and the archival sources. The need is to approach

writing from community's sensibilities that shape the archives. It is through identity and struggle that one can study the experiences of repression and self-assertion.

### **(3) Quest to address caste sensibilities and affiliations in writing histories of labour**

A number of questions were raised as to how to address caste sensibilities and affiliations when writing about the working class. It was noted that the need is to place caste within capitalist modernity and to explore labour processes within caste itself and moreover historicize different forms of exploitation as categories changes through labour processes.

### **(4) Suggestions for archival work for the project**

A number of ideas were put forward for archival work in the project. One of the interesting presentations suggested building an archive on Brahmins and retrieving sources on dalits. In addition, the use of missionary archives was pointed as extremely relevant for the project. It was also argued that vernacular 'indigenous' imaginative texts for instance, cartoons, thin tracts, popular pamphlets, caste literature, advertisements, didactic manuals, medical books, posters, memories as testimonies, folksongs and oral accounts are particularly useful.

### **International Seminar on Migration of Labour: Socio-Economic and Legal Perspectives (9-11 March, 2013)**

Migration is one of the most important factors affecting the course of development of a large labour surplus economy like India. It is often reported that understanding the causes and effects of migration is vital to putting in place policies to cope with the stresses and harness the potentials of migration in the most efficient way possible. The subject matter of migration has further gained importance in view of its intimate link to the emergence and development of informal labour markets in developing countries. For instance, in the case of India, recent research studies indicate that the bulk of migration flows to the urban areas has been absorbed in the informal sector, in the form of self-employment or wage employment. These trends need to be analysed in detail so that valuable inputs could be provided for the necessary policy interventions.

It is in this context that the V.V. Giri National Labour Institute jointly with Government Law College, Thiruvananthapuram and Rajiv Gandhi National Institute of Youth Development, Chennai organised an International Seminar on Migration of Labour: Socio-Economic and Legal Perspectives during March 9-11, 2013 at Thiruvananthapuram. The main objective of the seminar was to address the emerging social, economic and legal issues relating to migration in India and suggest policy options to improve the migration outcomes as well as to protect the rights of the migrants. The seminar also deliberated in detail the existing legal measures to protect internal migrants in India and developed a draft bill on internal migration to be submitted to the Government.

Shri Kodikunnil Suresh, Hon'ble Minister of State for Labour & Employment, Government of India inaugurated the Conference. In his address he stated that the present Government is committed towards improving the conditions of the migrant workers, both national as well as international. At the national level, the enactment of the Unorganised Workers' Social Security Act, 2008 is considered as a major policy initiative for addressing the social security requirements of the disadvantaged workers in the unorganised sector, including the migrant workers. Significant proportion (nearly 51 per cent) of the workforce in India is self employed and a large proportion of them encounter various kinds of social

and income insecurities. The Unorganised Workers' Social Security Act, 2008, in fact, is one of the pioneering efforts to address the social security requirements of the self employed categories of the workforce, especially those who are earning low levels of income. Another major strategy of the present Government is to discourage distress migration. This is very important as several studies and reports have pointed out that those who migrate in distress are the most exploited. Viewed in this perspective, it is important to note that the innovative and bold initiative of the Mahatma Gandhi National Rural Employment Guarantee Act, 2005, has, *inter-alia*, considerably reduced distress migration, especially from backward regions.

Taking note of the need to re-conceptualise migration, the Minister said that it is important to analyse the trends and patterns across space and time of labour migration streams. This exercise will enable one to gauge broad orders of magnitude of both external and internal patterns of migration. This should also address the issues of changes and continuity in the gender, social and regional composition of migrant streams. Issues of intensification and diversification of migration flows may also be considered in this light. Given that there have been often reported discrepancies between macro level analysis and field level data, it is crucial to take account of the emergent forms and characteristics of migration flows at the micro level. This has become especially necessary with increasing decentralisation of economic and political processes. Such micro level analysis must take note of the regional and sectoral characteristics. The Minister opined that it is at this level that we become aware of the need to go beyond the traditional forms of analysis of cause and effects of labour migration. Issues such as household strategies, gendered structures of decision-making, differential impact of remittances, new forms of agency systems, group characteristics of migration streams etc. are of critical salience.

**Shri A. Sampath**, Member of Parliament, **Shri V.P. Yajurvedi**, Director General, V.V. Giri National Labour Institute and Prof. S. Usha, Principal, Government Law College, Thiruvananthapuram and **Shri K.L. Vivekanandan**, Syndicate Member, Kerala University addressed the inaugural session. A total of 20 papers were presented and discussed during the different Technical Sessions. A special panel discussions on the Draft Bill on Migrant Workers chaired by Dr. T.M. Thomas Issac and Dr. Niveditha P. Haran, Director, IMG and P&ARD, Labour and Rehabilitation was also held during the seminar.



Shri Balasubramanian, IPS and State Police Chief, Kerala delivered the valedictory address. **Dr. S.K. Sasikumar** and **Dr. Rakhee Timothy** from V.V. Giri National Labour Institute and **Dr. N. L. Sajikumar**, from Government Law College, Thiruvananthapuram coordinated the workshop.

## PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Shri V.P. Yajurvedi, Director General, VVGNI

- Participated in the Seminar on 'Migrant Workers: Socio Economic and Legal Issues' organized by the VVGNI in collaboration with Government Law College, Thiruvananthapuram and Rajiv Gandhi National Institute of Youth Development, Chennai held at Thiruvananthapuram on 9 March, 2013.
- Delivered the inaugural address in the Workshop organized by ILO on 'Training of Trainers' for TU Educators/Trainers at Delhi on 11 March, 2013.
- Interacted with Afghan Delegation led by Mr. Khair Mohammad, Director General, Manpower, Labour Division, Ministry of Labour, Social Affairs, Martyrs & Disabled, Government of Islamic Republic of Afghanistan in the Second Meeting of the Joint Working Group to discuss and finalize the Annual Work Plan-2013 during their visit to the Institute on 13 March, 2013.
- Attended a meeting of Parliamentary Consultative Committee of the Ministry of Labour & Employment held under the Chairmanship of Hon'ble Minister for Labour & Employment at Parliament House Annexe on "The Impact on Employment of Workers due to Economic Slowdown" on 18 March, 2013.
- Addressed the participants in the preparatory Workshop on 'Exploring Entanglements of Caste & Class in Histories of Labour' organized by the V.V. Giri National Labour Institute in collaboration with Association of Indian Labour Historians on 21 March, 2013.
- Addressed the participants in the ILO-Media Workshop to share the draft of Media Kit prepared under the ILO Project on 'Converging against Child Labour: Support for India's Model' organized by ILO DWT for South Asia and Country Office for India in collaboration with Ministry of Labour & Employment and made a Presentation on "Laws and the Challenges of Enforcement" at Gurgaon on 26 March, 2013.

### Professional Engagements of Faculty Members

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

- Presented a Paper, "Internal Migration in India: An Overview", at the 'International Seminar on Migration of Labour: Socio-Economic and Legal Perspectives' organised jointly by V.V. Giri National Labour Institute, Government Law College, Thiruvananthapuram and Rajiv Gandhi National Institute of Youth Development, Chennai and held at Thiruvananthapuram during 9-11 March, 2013
- Delivered a Lecture on the theme, "Migration Issues in Contemporary Era of Globalisation" at the Faculty Orientation Programme of Institute of Applied Manpower Research, Delhi on 2 April, 2013.

#### Dr. Sanjay Upadhyaya, Fellow

- Participation in the 'National Workshop on Freedom of Information: Challenges and Solutions' on 6 April, 2013 at National Law University, Dwarka, organized by Centre for Transparency and Accountability in Governance, National Law University, Dwarka in association with the Central Information Commission, Govt. and National Campaign for People's Right to Information, New Delhi.
- Publication of the Research Article titled "Role of Ensuring Legitimate Dues to Contract Labour in Good Governance" in the edited book titled 'Transparency and Accountability in Governance' published by Centre for Transparency and Accountability in Governance, National Law University (The Book was released on 6 April, 2013 at National Law University, Dwarka on the occasion of National Workshop on Freedom of Information: Challenges and Solutions).

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

- Participated in the Roundtable Discussion on “WEPS: Best Practices Challenges and Way Forward” at 'Women’s Empowerment Principles (WEPS): Business Promotes Gender Equality' organized by UN Women, CARE India and Global Compact Network on the occasion of International Women’s Day, 8 March, 2013, at India Habitat Centre, New Delhi
- Project Report “Training Module on Gender & Social Security” submitted for peer review on 08 March, 2013

### **Dr. Rakhee Timothy, Associate Fellow**

- Presented two papers (i) “Migration and Social Protection: Emerging Concerns;” and (ii) “Relevance of Multilateral Instruments in Managing Labour Mobility” at the ‘International Seminar on Migration of Labour: Socio-Economic and Legal Perspectives’ organised jointly by V. V. Giri National Labour Institute, Government Law College, Thiruvananthapuram and Rajiv Gandhi National Institute of Youth Development, Chennai and held at Thiruvananthapuram during 9-11 March, 2013.

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

- Presented a paper on “Social Security System in India and Korea: A Comparative Study” in the International Seminar on 'Growing Synergy after 40 years of India and Korea Diplomatic Relations' organised by Researchers’ Association for the Study of Korea in collaboration with Department of East Asian Studies, University of Delhi on 23 March, 2013.

### **Dr. Rinju Rasaily, Associate Fellow**

- Submitted Research study report on “Changing Land Utilisation Patterns in the Tea Plantation Sector in West Bengal: Few Policy Imperatives” to Centre for Development Studies (CDS) Trivandrum as part of the 'National Research Programme on Plantation Development (NRPPD)' supported by the Ministry of Commerce and Industry, GOI on 21 March 2013.

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

- Participated in 'International Colloquim on India on the World Map: Staffing Industry' on 06 March, 2013 organised by CIETT and ISF at Hotel Taj Palace, New Delhi.

### **Dr. Dhanya MB, Associate Fellow**

- Published an article on “Financial Inclusion through Microfinance: An Innovative Step to Expand Rural Youths access to Employment” in A K Agarwal and Bhartendu Singh (ed.), ‘Regional Case Studies in Microfinance’, DVS Publishers (2013).
- Participated in a seminar on ‘Paid Domestic Work: Emerging Trajectories, Organizational and Regulatory Scenario’ organized by the Centre for Women’s Development Studies (CWDS) on 16 March, 2013 at New Delhi.
- Jury member for faculty paper presentation session of the National Conference on ‘Emerging challenges in Finance’ held on 19 January, 2013 at Institute of Technology and science, Mohan Nagar, Ghaziabad.

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