



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Social Security for the Unorganised Workers

The right to Social Protection is a very basic and fundamental human right. It is now widely recognized and accepted that without social protection attaining the goal of an inclusive society is impossible. Hence, the question of social protection has assumed universal importance.

It is more important in a situation when 1.4 billion people living on less than US \$1.25 a day. About a billion people are also suffering from hunger. Of the total poor, 70 per cent are living in rural areas of the world. More often these people are asset-less underemployed and unemployed. So far the hitherto efforts by the governments and societies have not been in a position to alleviate the conditions of the disadvantaged to a desired extent.

Worldwide, nearly 40 percent of the population of working age is legally covered by contributory old-age pension schemes but only 26 percent is effectively covered. At the same time, while in high-income countries 75 percent of persons aged 65 or over are receiving some kind of pension, in low-income countries less than 20 percent of the elderly receive pension benefits; the median in this group of countries is just over 7 percent.

A close look at home in India shows that more than 300 million people still are living below the poverty line. The dramatic economic development in the recent past decades has almost bypassed this vast segment of India's population. They are deprived of even some fundamental and basic amenities of life.

The Government of India is committed to improving the conditions of workers in the unorganized sector. Under the Unorganised Workers' Social Security Act, 2008, National Social Security Board at the Central level has been constituted for recommending formulation of social security schemes for unorganised workers.

The Rashtriya Swasthya Bima Yojana (RSBY) was launched to provide smart card based cashless health insurance cover of Rs.30,000/- per annum on a family floater basis to BPL families.

The Government of India has launched the Aam Admi Bima Yojana (AABY) to provide insurance against death and disability.

Indira Gandhi National Old Age Pension Scheme has been expanded by revising the criteria of eligibility. All citizens above the age of 60 years and living below poverty line are eligible for benefits under the scheme.

The Government is implementing various other employment generation/social security schemes for workers in the unorganised sector, such as Swarn Jayanti Shahari Rojgar Yojana, Mahatma Gandhi National Rural Employment Guarantee Act, 2005, Handloom Weavers' comprehensive Welfare Schemes, Handicraft Artisans' comprehensive Welfare Schemes, Pension to Master crafts persons, National Scheme for Welfare of Fishermen and Training and Extension, Janshree Bima Yojana, New Pension Schemes (Swavalamban scheme) through various Ministries/Departments.



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SPECIAL EVENTS

Tenth International Conference on Labour History, 2014

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians organised the Tenth International Conference on Labour History during March 22-24, 2014 at the V.V. Giri National Labour Institute. The Conference was attended by 100 renowned scholars from 15 countries, who are working in the area of labour history. Nearly 50 research papers were presented and discussed during the Conference. Ms. Gauri Kumar, Secretary (Labour & Employment), Government of India and Chairperson, Executive Council, V.V. Giri National Labour Institute inaugurated the Conference.



The broad theme of the Conference was 'Work and Non-Work: Histories in the Long Term'. The deliberations focused on division between paid and unpaid work, the work outside as opposed to inside households, or simply put the work of men and that of women. It addressed related questions like: Have not the home and the domestic sphere always been the sites for evolving the regimes of discipline and deployment of labour? Are these divisions that are being invented, abolished and resurrected regularly only of recent vintage? Another theme that was discussed related to social regulation of work. Here the multiple ways in which State law and other regulatory regimes define work, and make it an object of regulation were discussed. Some of the specific questions addressed were: Why have social regulations changed over time and under what pressures? How are welfare and social control mutually related? Do all social regulations emanate from the State? What are the ways in which the State and non-state modes of regulation articulated? It noted that a comparative and long-term history of social regulation is very much needed to answer these and related questions. The Conference also deliberated on different dimensions of archives. The emphasis was on reinvigorating the efforts not just to preserve the decaying archives devoted to work and labour, but also to notice and bring into public the many archives of work that remain hidden from public eye. In that sense it highlighted the continuing endeavours to make labour and work and its many splendored histories visible.

In her Inaugural Address, Ms. Gauri Kumar detailed out how a proper understanding of labour history is important for contemporary research and policy making. She said that rapid integration of the world economy and greater reliance on market forces has altered the earlier paradigms governing labour relations. Rhythms of world economy, its booms and busts, now affect all the countries - the Great Recession of 2008 and its worldwide impact is the clearest indication of this phenomenon, she noted. She said that in developing countries millions are moving from low productivity occupations in subsistence agriculture, from rural areas to cities and this has had a very strong impact on the poverty trends. Though this is very encouraging, the capacity of the countries to sustain this trend as well as to push the working families to higher income trajectories will mainly be dependent on the nature of jobs being generated and the quality of social protection systems. She noted that the trends in this regard pose grave challenges. For instance, an overwhelming majority of new jobs being generated are in the

informal sector, characterised by low incomes and limited access to social security. Decline of formal sector and increase in insecure and unprotected temporary jobs is a worldwide phenomenon, giving rise to what eminent labour specialist Guy Standing has recently called “the rise of the precariat”. Globalisation and informalisation have led to a massive social churn. On the one hand rising aspirations of millions of young persons who seek a better life can only be partially met by the burgeoning informal sector. The implication it has for social conflict and cohesion can be well imagined. This, she said, highlights a clear need for improvements in productivity, sustainable structural transformation and expansion of social protection systems to improve the condition of the poor and the vulnerable.

She said that it is in the midst of these tumultuous changes and challenges that history and labour history in particular acquires importance. Historical investigations provide temporal depth to the policy makers who usually operate under constrained time horizon. She conveyed that although history does not provide readymade policy measures, nevertheless historical investigations provide invaluable guidelines for measuring efficacy or even probability of failure of specific measures.

She complimented the VVGNI & AILH for collaborating to support this unique experiment in combining contemporary and historical researches on labour and said that this partnership should also aim to increasingly support contemporary policy making on labour and related issues.

Two books were also released during the Inaugural Session.

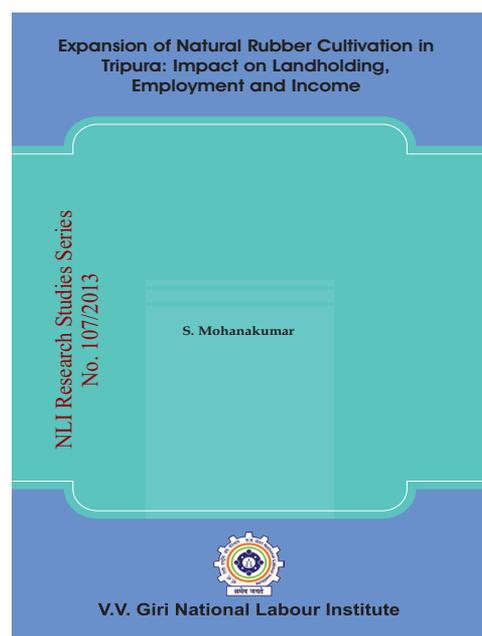
Towards a New History of Work edited by Prof. Sabyasachi Bhattacharya, (New Delhi: Tulika Books, 2014- a volume based on papers presented at the earlier international conferences on labour history)

Working Lives and Worker Militancy: The Politics of Labour in Colonial India, edited by Ravi Ahuja, (New Delhi: Tulika Books, 2013)

PUBLICATION OF RESEARCH STUDIES

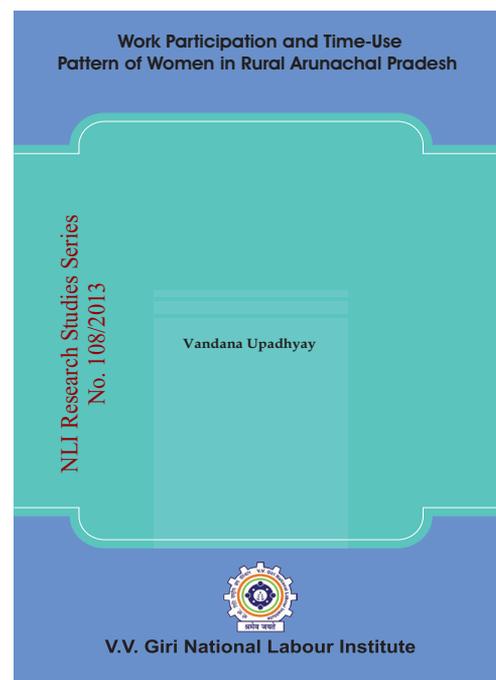
Expansion of Natural Rubber Cultivation in Tripura: Impact on Landholding, Employment and Income

This study by S. Mohanakumar is based on a field survey of cultivators and agricultural workers including those engaged in the cultivation of natural rubber in two major districts (West Tripura and South Tripura-before the reorganisation of districts in January 2012). The author has exposed the nexus between different agencies of the state in propagating the crop of interest to the state and large capital. Natural Rubber (NR) is one of the boom crops in the international market for the last two decades. The crop is used for the manufacture of tyre and non-tyre products and the tyre segment is dominated by a few large industrial capital. The NR has been vigorously propagated under the tutelage of the state and central governments by substituting traditional food crops, particularly of the socially vulnerable sections in the society. The emergence of NR as the predominant crop in the state has changed the production relations in the state economy. The study has vindicated the ways in which the land, livelihood, food security, gender and environmental issues cropped up with the propagation of NR in the state of Tripura.



Work Participation and Time-Use Pattern of Women in Rural Arunachal Pradesh

This study by Dr. Vandana Upadhyay attempts to understand household work, workforce participation, and division of labour in rural Arunachal Pradesh. Using both qualitative and quantitative approach, the average time spent on household work and agricultural activities by both men and women and the gendered division of labour has been examined by the author through a time use survey. In case of Arunachal Pradesh, the time use survey has an added significance, given the relative importance of subsistence production and low levels of commercialisation of the economy. It is observed that the problems of underestimation of women's work are found to be far more serious in the State. The paper highlights that economic transformation of the State itself has generated gendered processes of exclusion and impoverishment. Although gender relations in Arunachal Pradesh is generally described as egalitarian, particularly in comparison with many other states of India, such a general portrayal, the paper has attempted to argue, not only hides the wide variations that exists among the north eastern states, but also does not pay adequate attention to the continuing and emerging disparities in various dimensions of well being, division of labour and empowerment.



TRAINING PROGRAMMES

INDUSTRIAL RELATION PROGRAMMES (IRP)

Empowering Trade Union Leaders (14-19 April, 2014)

This programme was conducted for Trade Union Leaders from Public Sector. The main objectives of the programme were: (i) to sharpen leadership skills; (ii) to discuss the role of Trade Unions in emerging economic political scenario; (iii) to familiarise with the changes and trends in industrial relations; (iv) to impart knowledge about labour laws and recent changes in labour laws. Twenty seven participants attended the programme from various industries such as KPTC Employees Union, INTUC, AIDEF (CEU), Bharat Heavy Electricals Limited, Reserve Bank of India, and Hindustan Aeronautics Limited. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMME (CBP)

Empowering Rural Women Organizers (7-11 April, 2014)

The objectives of the programme were: (i) to develop an understanding of rural society; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint the participants with labour laws pertaining to women workers. The training programme was attended by 28 participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Climate Change and Livelihood Issues (14-18 April, 2014)

This training programme on *Climate Change and Livelihood Issues* was organised by the Institute for representatives of NGOs, Central Trade Unions and researchers. The programme aimed to familiarise participants with issues related to climate change and livelihood by focusing on how climate change impacts poor people's livelihoods, their coping mechanisms and alternative adaptation strategies. The specific objectives of the course were as follows: (i) climate change and its challenges on livelihood and sustainable development; (ii) mitigation and adaptation strategies to climate change; (iii) international and national policies relevant to climate change and; (iv) role of NGOs & and community leaders to deal with climate change. Twenty seven participants attended the training programme. **Dr. Rakkee Timothy**, Associate Fellow, coordinated the programme.

Gender Issues in Labour (28 April – 02 May, 2014)

The objectives of the programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to enhance the capacity of the participants so that they could tackle the gender based injustice; (iii) to orient the participants on laws pertaining to workers labour; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about the gender discrimination in the world of work. This Training programme was attended by 33 participants. **Dr. Shashi Bala**, Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Research Methods in Work, Gender and Health (03-14 March, 2014)

This course on Research Methods in Work, Gender and Health aimed at providing an interdisciplinary approach in understanding health. The objectives were (i) to assist students and researchers in conceptually understanding linkages between work, gender and health; (ii) to enable them to understand the research tools and techniques for conducting such inquiries; (iii) to methodically equip them in pursuing research in the areas of work, gender and health. It provided an exposure to the young scholars on key methodological issues as well as experiences from the field on work, gender and health. Twenty-six participants from disciplines such as Economics, Sociology, Medical Sociology and Anthropology from various universities and colleges attended this programme. **Dr. Rinju Rasaily**, Associate Fellow, was the Course Director of this programme.

INTERNATIONAL TRAINING PROGRAMME (ITP)

Health Protection and Security (03-21 March, 2014)

The International Training Programme on Health Protection and Security was organised by the Institute under the auspices of the ITEC/ SCAAP Scheme of the Ministry of External Affairs. The specific objectives of the programme were: (i) provide overview of the health risks and insecurities of workers; (ii) understand the issue of health protection and promotion at workplace and the challenges; (iii) understand the impact of changes in the health care system and health financing and its impact on health security; (iv) understand the need for universal access to health protection, with priority to those lacking access to basic social safety nets and in informal work. The programme was attended by



twenty three middle and senior level government officers and policy makers from seventeen countries which are — Afghanistan, Burkina Faso, Cambodia, Chile, Egypt, Indonesia, Kyrgyzstan, Lithuania, Moldova, Myanmar, Palestine, Sri Lanka, Turkey, Uzbekistan, Vietnam, Mauritius, Nigeria. **Dr. Ruma Ghosh**, Fellow coordinated this programme.

NORTH-EASTERN STATES PROGRAMMES (NESP)

Social Protection and Livelihood Security for North Eastern States

(28 April – 02 May, 2014)

This training programme aimed to understand (i) livelihood risk and vulnerability of the rural poor; (ii) to comprehend different social protection programmes that transfer assets and skills of people for self-employment and public works programmes that enable people to cope with poverty; (iii) to explore the alternative coping strategies/good practices for poverty reduction with special emphasis to North Eastern states. The programme was attended by 18 participants representing various central trade unions and organisations. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director of the programme.

COLLABORATIVE TRAINING PROGRAMME (CTP)

Promoting Decent Work in the Construction Industry

(7 – 11 April, 2014)

The aim was to sensitize the participants with the concept and need for decent work and discusses various challenges, issues and strategies for its promotion in the construction industry. The objective was also to discuss the challenges of addressing child labour in the construction industry and education of children of the construction workers. This Training Programme was attended by 18 participants comprising of representatives from Workers' Organizations and Officials of Labour Department. The training programme was coordinated by **Shri J.K. Kaul**, Programme Officer. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

IN-HOUSE PROGRAMMES

Behavioural Skills for Managing Work Effectively for RBI Personnel

(03-07 March, 2014)

The programme aimed at sharpening the behavioural skills of the participants and to enable participants to become good in interpersonal as well as effective in managing their work. The main objectives of the programme were: (i) enhancing sensitivity towards self, group and organization; (ii) inculcating diagnostic skills to understand assets and limitations of individuals; (iii) developing skills of individuals in creativity and positivity; (iv) developing skills to manage and communicate at the work place. The programme was attended by 29 participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Managing Work Effectively: A Behavioural Approach for Oil India Limited

(21-25 April, 2014)

This programme was based on following objectives: (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 (v) to inculcate skills for creative problem solving. The programme was attended by thirty employees of Oil India Limited belonging to Assam and West Bengal. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

OTHER ACTIVITIES

An Awareness Workshop on Sexual Harassment of Women at Workplace was held in the Institute on March 14, 2014. The objective of the workshop was to provide awareness on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the employees of the Institute. The workshop was delivered by representative of National Mission for Empowerment of Women, Ministry of Women and Child Development. **Dr. Shashi Bala**, Fellow coordinated this programme.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Director General, Shri P.P. Mitra

- Chaired the Discussion and Poetry recitation on Women Empowerment on the eve of International Women's Day organized by V.V. Giri National Labour Institute on 07 March, 2014.
- Delivered the Welcome Address in the Tenth International Conference on Labour History organized by V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians during 22-24 March, 2014.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered a Lecture on the theme 'Emerging Issues in Labour and Employment: Implications for Social Cohesion and National Security', to the 54th Course on National Security and Strategic Studies, National Defence College, New Delhi, 04 March, 2014.
- Made a Presentation on Annual Reports to the People on Employment to the Department of Administrative Reforms and Public Grievances, Ministry of Personnel, Public Grievances and Pension, Government of India, 06 March, 2014.
- Presented a Technical Paper on 'Restoring the Balance: Quantity and Quality of Employment in India', to the ILO Decent Work Debate on Reflecting on India's Employment Challenges: Where are the Jobs, International Labour Organization, New Delhi, 02 April, 2014.
- Lead Discussant at the Technical Dialogue on India at Work: Addressing the Constraint to Inclusive Growth organised jointly by Institute of Applied Manpower Research and International Labour Organization, New Delhi, 09 April, 2014.
- Presented a Technical Paper on Internal Migration and Gender: Insights from Indian Labour Market to the Institute of Social Studies Trust, Heinrich Boll Stiftung Policy Discussion on Migration – Implication for Gender and Equity, New Delhi, 16 April, 2014.

Dr. Helen R. Sekar, Senior Fellow

- Participated in the meeting of the experts for "Designing Index for Measuring the Progress in Efforts to Eliminate Child Labour and for Measuring Success under NCLP and for taking the Child Labour Monitoring and Tracking" on 04 April, 2014 at MoLE.

Dr. Shashi Bala, Fellow

- Participated in the Focus Group Discussion on Sexual Harassment at Workplace organized by National Mission for Empowerment of Women, MOW&CD and UN Women on 03 March, 2014 at Delhi.
- Participated in the Expert Committee Meeting of Elective Course “Gender and Labour” of M.A in Gender and Development Studies organized by School of Gender and Development Studies, IGNOU, on 21 March, 2014 at IGNOU, Maidan Garhi, New Delhi.
- Participated in the Seminar on Growth, Employment and Productivity organised by RIEB of Kobe University and Wadhvani Foundation in New Delhi on 26 March, 2014 at Japan Foundation, Lajpat Nagar, New Delhi.

Shri P. Amitav Khuntia, Associate Fellow

- Participated in the programme on Women Empowerment on the eve of International Women’s Day on 07 March, 2014 at VVGnLI.
- Participated in the Awareness Workshop on The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 on 14 March, 2014 in the Institute.
- Participated in the Seminar on “Growth, Employment and Productivity - Indian Experience” organised by Wadhvani Foundation in Japan Foundation, New Delhi on 26 March, 2014
- Micro Observer for the General Election 2014 of the District of Gautam Budh Nagar, Uttar Pradesh.

Dr. Rinju Rasaily, Associate Fellow

- Presented the Research study report on “*Women’s Labour in the Tea Sector: Changing Trajectories and Emerging Challenges*”, conducted under the National Research Programme for Plantation Development (NRPPD), sponsored by Ministry of Commerce, GOI at Centre for Development Studies (CDS), Trivandrum, 31 March- 01 April, 2014

Dr. Ellina Samantroy, Associate Fellow

- Participated in a Panel Discussion as a speaker organized by Ministry of Labour and Employment on the eve of International Women’s Day on 07 March, 2014.
- Participated in a Panel Discussion on Women Empowerment organized by the Centre for Gender and Labour, V.V.Giri National Labour Institute on the eve of International Women’s Day, 7 March, 2014.
- Participated as a resource person in a Panel Discussion on Internal Migration in India and spoke on Regulating Private Placement Agencies in India: Issues and Challenges in the context of ILO Convention 181, organized by Society for Labour and Development on 12 March, 2014 at India International Centre, New Delhi
- Presented at paper on Women and the Labour Market: An Analysis of Gender Dimensions of Women’s Work in India and Korea on 22 March, 2014 at an International Conference on ‘Deepening India-Korea Relations: Towards A Sustainable Future’ organized by Researcher’s Association for the Study of Korea (RASK) in collaboration with Centre for East Asian Studies, Jawaharlal Nehru University, New Delhi held at JNU, New Delhi.

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