



इन्द्रधनुष

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FROM THE DIRECTOR GENERAL'S DESK

Home-based Workers in India: Issues and Challenges

The expansion of global production chains in recent decades has led to dramatic changes in the production process and labour markets across the world. As production is spread across different locations, a part of the production process is outsourced to workers employed in smaller manufacturing units, often extending into home-based work. With the decline in organised sector employment in India and increased informalisation of employment relations, a large number of workers are pushed into home-based work. According to the report of the National Commission for Enterprises in the Unorganised Sector (2007), 23 per cent of all unorganised workers work from their homes. Among women, this is as high as 54 per cent, taking rural and urban areas together. Many women are led to opt for home-based employment as it is seen as giving them the flexibility to earn and contribute to their households, along with managing their domestic responsibilities. Their lack of education and skills acquired through formal training also compels many women to take up this form of employment. Home-based workers perform tasks that range from embroidery, stitching, weaving, manufacturing of toys, spare parts of gadgets, making of ornaments and so on. Home-based employment represents a gendered division of labour where men are assigned mechanised and skilled tasks in factories that give higher returns, while women home-based workers perform tasks that are intricate and require extreme patience. The 'invisibility' of home-based work and the idea that it is simply an extension of women's work and responsibilities at home, often becomes a justification for their low wages.

The employment of home-based workers is casual, temporary and unprotected by labour laws. Whether they work in the domestic or export sector, home-based workers are at the end of the supply chain and invariably bear the brunt of a rise and fall in demand. Long hours of hectic work to complete work-orders are often followed by spells of unemployment. The workers form part of a complex chain of suppliers, contractors and sub-contractors. The lack of a clear-cut employer-employee relationship and of a designated place of work adds to the invisibility of such employment. Home-based workers often alternate between different employers and even work for multiple employers simultaneously to optimize earnings. They are paid on piece-rates and their wage has many hidden costs, including the cost of training, inputs such as needles, threads etc., maintenance of equipment, the use of the house and electricity. Piece-work not only reduces production costs but also has the advantage of reducing the need for supervision. Unionisation is rare in this sector as workers are dispersed in their homes and unlike factory workers, do not form part of a common workplace. This further constrains their ability to improve their conditions of work and wages.

ILO Home Work Convention, C177 (1996) calls for equality of treatment between home-based workers and other wage earners in terms of their right to organise, protection against discrimination in employment and occupation, protection in the field of occupational safety and health, remuneration, social security, access to training, minimum age for admission to employment and maternity protection. In India, certain categories of home-based workers have been included in the state schedules of the Minimum Wages Act, 1948. States such as Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Dadra and Nagar Haveli, Daman and Diu, Gujarat, Haryana, Jharkhand, Odisha, Punjab, Rajasthan, Uttar Pradesh and Uttarakhand have, in the recent years, notified minimum wages for the tasks of *beedi* rolling, making of agarbatti (incense stick), and cotton spinning/handloom weaving, woolen carpet/shawl weaving. Regulation of the wages and working conditions of home-based workers are crucial steps in giving them greater recognition as workers entitled to the same rights as workers in other settings.



SPECIAL EVENTS

Towards Empowering Women for Nation Building: Creating Gender Sensitive Workplace (March 05, 2015)

The Institute organised a panel discussion on the theme of 'Towards Empowering Women for Nation Building: Creating Gender Sensitive Workplace' to commemorate International Women's Day. The invited panelists included **(Late) Dr. Martha Farrel**, Director, PRIA International Academy; **Dr. Ena Panda**, Assistant Professor, Department of Germanic and Romance Studies, Delhi University; **Ms Elizabeth Khumallambam**, Coordinator, Nari Shakti Manch, Society for Labour and Development. The panelists sensitised all employees of the Institute on issues of sexual harassment at workplace and oriented them on the various provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The panel discussion was organised by **Dr. Helen R. Sekar**, Chairperson, Sexual Harassment Committee, VVGNI and **Dr. Ellina Samantroy**, Convener, Sexual Harassment Committee, VVGNI.



Panel Discussion on International Women's Day (March 8, 2015)

A panel discussion on the theme of 'Empowering Women for Effectiveness at Workplace' to observe the International Women's Day, was organised jointly by Ministry of Labour and Employment and V.V. Giri National Labour Institute at Shram Shakti Bhavan, New Delhi on March 8, 2015. **Shri Shankar Agarwal**, Secretary, Labour & Employment, presided over the deliberations. **Shri P.P. Mitra**, Principal Labour & Employment Advisor and Director General, VVGNI, in his welcome address stressed on the need to address better participation of women in the labour force. In his presidential address, **Mr. Shankar Agarwal** highlighted that in order to accelerate the progress of women, there is a need to focus on education, health care, skill development and security of women and it is the responsibility of the State to ensure that these basic rights are provided to every woman. **Ms. Sherin Khan**, Senior Specialist, ILO, SRO, conveyed the message of the Director General, ILO and mentioned about the gender wage gap and women being over represented in low-paid jobs. She highlighted the need for inclusive work-family policies which support maternity protection, child care and care needs of the elderly. **(Late) Dr. Martha Farrel**, Director, PRIA International Academy mentioning in her address that the International Women's Day is celebrated to recognize the fact that securing peace, social progress, human right and fundamental freedom requires equality and development of women. Women around the world work harder than men; have less control over income and assets; have a smaller share of human development opportunities; and are very often subjected to violence. Therefore, there is a need to strive for both equality and equity, a process that integrates positive discrimination with an aim to achieve equality as an end. **Dr. Ena Panda**, Assistant Professor, University of Delhi highlighted that India is a signatory to CEDAW, the Convention on the Elimination of All Forms of Discrimination against Women, which was ratified by India in 1993. By ratifying the Convention, States commit to undertake a series of measures to end discrimination against women in all forms. Keeping this in view, initiatives should be taken to manifest more sensitivity and commitment towards women including awareness generation programmes. **Dr. Preet Rustagi**, Professor, Institute of Human Development, New Delhi referring to working women's issues, highlighted that



it should not be restricted to paid work or standard definitions of work based on economic activities alone. Household work or unpaid care work often gets ignored from discussions on women workers' rights and need to be addressed. **Dr. Shashi Bala**, Faculty Member & Coordinator, Centre for Gender & Labour, VVGNI highlighted on the research and training activities of the Centre. **Dr. Ellina Samantroy**, Faculty Member of the V.V. Giri National Labour Institute, highlighted the need for engendering the gender statistics. The panel discussion was coordinated by **Dr. Helen R. Sekar** and **Dr. Ellina Samantroy**, Faculty Members of the V.V. Giri National Labour Institute.

National Seminar on Youth & Skill Development in North East India (March 26-27, 2015)

This two-day National Seminar was organised by the Centre for North East, V.V.Giri National Labour Institute in collaboration with Indian Council for Social Science Research–North Eastern Regional Centre at NEHU Campus, Shillong. The seminar aimed at examining the need for skill development for the youth of the North East India so as to make them employable citizens in the labour market and make them self-sufficient and self-reliant. In the inaugural session, the keynote address was delivered by **Shri M. S. Rao**, IAS, Principal Secretary, Department of Labour, Government of Meghalaya, the Chief Guest's address was given by **Prof. P. Shukhla**, Vice-Chancellor, NEHU and Chairman, ICSSR-NERC and it was chaired by **Prof. L.S. Gassah**, Honorary Director, ICSSR-NERC. A total of 25 research papers were presented in the two-day deliberations. The papers examined problems and challenges faced by the youth with regard to their employability. **Shri P.P. Mitra**, Director General, V.V. Giri National Labour Institute delivered the valedictory address and distributed certificates to the participants. The seminar was coordinated by **Dr. C.J. Thomas**, Deputy Director, ICSSR-NERC and **Mr. Otojit Kshetrimayum**, Coordinator, Centre for North East, VVGNI.



Capacity Building Workshop: Towards More Effective Wage Policies in India (April 15-16, 2015)

This Workshop with particular focus on minimum wage fixing was organised jointly by the V.V. Giri National Labour Institute (VVGNI) and the International Labour Organisation (ILO) for senior officials from the centre as well as the state governments who are responsible for both policy making and for the implementation of minimum wages. The workshop was inaugurated by **Mr. P.P. Mitra** (Principal Labour and Employment Adviser, MoL&E and Director General, VVGNI) and **Ms. Panudda Boonpala** (OIC, ILO Country Office for India). In the technical sessions that followed, **Dr. Patrick Belser** (Senior Economist, ILO Geneva) made a presentation on the Global Wage Report 2014/15, stressing both wage and inequality trends across the world, along with key policy recommendations. **Dr. Malte Luebker** (Senior Regional Wage Specialist, ILO Bangkok) provided an update on wage trends in Asia. In the session on wage trends in India, **Prof. T.S. Papola** (Hon. Prof., ISID), **Dr. S.K. Sasikumar** (Senior Fellow, VVGNI) and **Dr. Sher Verick** (Senior Employment Specialist, ILO New Delhi) discussed data sources, trends and factors driving the rise in real wages in India in the latter half of the 2000s. In the following session **Dr. Ashok Sahu** (former Principal Labour and Employment Adviser, MoLE and Secretary-General Human Rights Commission) focused on the implementation of the Minimum Wage Act, 1948 at the state-level. The participants stressed on the complexity and challenges of the Act and identified a number of practical measures that would enable states to better achieve the main objective of minimum wage such as (i) universalization of the minimum wages and introduction of a statutory coverage of wage workers in all sectors, all industries and all areas of India in order to ensure equity; (ii) simplification of minimum wage structure by universalizing different occupations and sectors (e.g. category A, B and C) and applying a single minimum wage to each group of occupations in order to simplify notification



processes and implementation; (iii) introducing a statutory national floor level minimum wage; (iv) introducing measures towards better implementation such as more stringent penal provisions, mandatory display of notifications at workplaces and greater publicity, a national toll-free hotline to handle complaints and reliance on bank transfers to improve documentation of wage payments; (v) well defined responsibilities of employers, trade unions and governments; and strengthening of the powers of the labour inspectorate to enforce legislation (including

power to recover claims for workers). The workshop ended with the valedictory address by **Dr. D. Chaudhuri**, Deputy Director General, Ministry of Labour & Employment. The Workshop was coordinated by **Dr. S.K. Sasikumar**, Senior Fellow.

Tripartite Workshop on Conciliation of Labour Disputes (April 27-30, 2015)

The V.V. Giri National Labour Institute organized this four day Tripartite Training Workshop on Conciliation of Labour Disputes in collaboration with ILO. The workshop was designed for officers vested with duties and powers of conciliation from the centre as well as the state governments, representatives of employers' organizations and trade unions. The workshop sought to improve the conciliation skills of participants and was attended by a group of 24 participants. **Shri P.P. Mitra**, Director General, VVGNI delivered the welcome address of the Workshop. **Dr. Sanjay Upadhyaya**, Fellow, VVGNI and **Ms. Kanagrani**, Programme Officer, India Office, ILO were the Workshop Co-ordinators.

PUBLICATION OF RESEARCH STUDIES

Reconciling Work and Family Life: A Study of Women's Time Use Patterns, Unpaid Work and Workplace Policies

The reconciliation of work and family life is one of the main challenges faced by working individuals, particularly women. The differential patterns of employment between men and women and the strikingly low female labour force participation rates has been a serious issue of concern among many scholars and policy makers in India. One of the reasons of low participation of women in the labour force is the non-recognition of a number of economic activities carried out by them (such as cooking, collection of fuel and fodder, house and utensils cleaning etc.). Moreover, a variety of social and family related constraints compel women to confine themselves to household activities at their prime working age. Countries that have introduced effective work and family reconciliation policies have contributed to higher female employment rates and have encouraged women with younger children to participate in the labour market, thereby reducing the gender gaps in the labour market to a large extent. In this context, the ILO Convention 156 on 'Workers with Family Responsibilities' assumes paramount importance which recognizes the problems of workers with family responsibilities and reiterates for a need to create effective equality of opportunity and treatment as between men and women workers with family responsibilities and between such workers and other workers. The Convention recommends that either parent should have the possibility, within a period immediately following maternity leave, of obtaining leave of absence (parental leave), without relinquishing employment and with rights resulting from employment being safeguarded. While 43 countries have ratified this convention and introduced policies in line with its recommendations, various developing countries, including India have not done so.

The non-recognition of unpaid care by the policy makers is reflected in research on the missing labour force conducted in India. These studies have been critical of the labour force surveys including National Sample Survey Organisation (NSSO) in capturing women's work accurately. In this context, the contribution of time use surveys as a potential tool for capturing women's work cannot be neglected. In this context, the present study makes an attempt to understand the various challenges that women face in balancing their responsibilities of paid work and domestic and care work. The study tries to discern the issues in reconciliation of work and family life through analyzing the time use patterns of working women. There is also an attempt to uncover the household power dynamics and its impact on balancing work and family. Through an examination of existing social policies, the study explores the implications of these policies on women's choices of work and employment and on gender relations within the household. On the whole, the study endeavours to contribute to the policy initiatives to promote a more sustainable and equitable work-life balance. It advocates for working citizens to have access to adequate care services for children, the elderly, the sick and the disabled. It recommends parental benefits viz. maternity leave, paternity leave, and parental leave as universal benefits to all categories of workers in different sectors.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Training Programme for Newly Appointed Labour Inspectors, Government of Meghalaya (March 02-06, 2015)

This programme was organised to impart a comprehensive and detailed training on Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996. The programme also included sessions on labour laws including wage laws and child labour legislation, techniques of inspection and on industrial relations and social security. A total of 33 labour inspectors attended the programme. **Dr. Ellina Samantroy**, Associate Fellow and **Mr. Otojit Kshetrimayum**, Associate Fellow were Course Directors.

CAPACITY BUILDING PROGRAMME (CBP)

Training Programme for Rural Educators (March 16-20, 2015)

The above programme was organised for rural trade union leaders. The objectives of the programme were: (i) to discuss the issue of empowerment; (ii) to develop skills for enhancing leadership potential; (iii) to acquaint the participants with labour laws for the unorganized sector. The programme was attended by 46 participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Skill Development and Employment Generation (March 23-27, 2015)

This training programme was organised for tripartite partners including officials involved with implementation of vocational education and skill training programmes, trainers and instructors, research institutes, and representatives of organizations/institutions involved in imparting vocational education and training. The objectives of the programme were to understand the linkage between vocational education and skill training with growth and employment; to acquire knowledge about the vocational educational and training systems and about its various components and to understand the challenge of employment generation and appropriate skill development strategies to meet those challenges. The programme was attended by 14 participants. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

Training Programme for Rural Educators (March 23-27, 2015)

The above programme was organised for rural trade union leaders. The objectives of the programme were: (i) to discuss the issue of empowerment; (ii) to develop skills for enhancing leadership potential; (iii) to acquaint the participants with labour laws for the unorganized sector. The programme was attended by 33 participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Gender Issues in Labour (April 6-10, 2015)

The above training programme was designed for the representatives of central trade unions. 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 work 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. Twenty one participants attended the programme. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

Good Governance for Effective Implementation of Development Programmes (April 6-10, 2015)

This programme was designed for the government officers and development professionals entrusted with the implementation of development programmes. The aim of the programme was to strengthen the knowledge of the participants with good governance and various developmental programmes and discuss the issues and mechanism for the effective delivery to working masses. The programme was based on the following objectives: (i) to understand the concept, components and importance of good

governance; (ii) to discuss the various development programmes in operation; (iii) to discuss the issues that arise in the effective implementation; (iii) to find out ways and means of effective delivery mechanism. The programme was attended by 12 participants. **Shri P.Amitav Khuntia**, Associate Fellow was the Course Director.

INDUSTRIAL RELATION PROGRAMMES (IRP)

Training Programme on Empowering Trade Unions Leaders (April 13-18, 2015)

The above programme was conducted for trade union leaders from the public sector. The main objectives of the programme were: (i) to sharpen skills of leadership; (ii) to discuss the role of trade unions in emerging economic political scenario; (iii) to enhance knowledge about labour laws; (iv) to make the participants familiar with the changes and trends in industrial relations; (v) to discuss the role of trade unions in the emerging economic and political scenario; (vi) to have knowledge about labour laws and recent changes in labour law. The programme was attended by 25 participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Leadership Development Programme for Media Sector (April 20-24, 2015)

This new programme was conducted with the aim to develop the leadership of working journalists and media persons to address effectively the emerging issues related to work and workplace and contribute for the development of media sector and also the overall development of the working masses. The specific objectives of the programme were: (i) to understand emerging labour issues in media sector; (ii) to make the participants understand various challenges and strengthen skills to address the challenges; (iii) to encourage the participants to contribute for the development of media persons along with the overall development of working masses. The programme was attended by 29 participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

Enhancing Training Skills for Education Officers, CBWE (April 27-30, 2015)

The objectives of the programme were: (i) to impart knowledge about the importance of technical and behavioural training; (ii) to enhance competencies of trainees in different training skills; (iii) to discuss the use of appropriate training techniques and methods in different programmes; (iv) to enthuse the officials with the need and modalities of conducting rural labour camps. The programme was attended by 20 participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Training Programme on Health Security and Protection of Workers (March 09-27, 2015)

The above training programme was organised under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs. The objectives of the programme were: (i) to understand the issue of health protection and promotion at workplace; (ii) to identify health risks and insecurities of workers in the context of globalisation and new forms of work; (iii) to understand the impact of changes in the health care system and health financing and its impact on workers in the informal sector without adequate health insurance. The programme was attended by 23 senior and middle level policy makers and practitioners from 15 countries - Bhutan, Cambodia, Fiji, Jordan Lithuania, Palestine, Russia, Rwanda, Sri Lanka, Sudan, Uzbekistan, Botswana, Ghana, Nigeria and Zimbabwe. **Dr. Ruma Ghosh**, Fellow was the Course Director.



NORTH-EASTERN STATES PROGRAMMES (NESP)

Training Programme on Fundamentals of Labour Laws for North Eastern States (20-24 April, 2015)

The above training programme was organised for representatives from central trade unions and NGOs from the North-Eastern States. The objectives of the programme were: (i) to understand the significance and history of labour laws in India; (ii) to

highlight the classification of labour laws; (iii) to develop an insight into various laws related to industrial relations, wages, working and service conditions, women, child labour and social security. The programme was attended by 23 participants. **Otojit Kshetrimayum**, Associate Fellow was the Course Director.

Training Programme on Gender Issues in Labour for North Eastern States (April 27-May 01, 2015)

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 labour laws; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about gender discrimination in the world of work. The training programme was attended by nine participants. **Dr. Shashibala** was the Course Director.

IN-HOUSE TRAINING PROGRAMMES (IHTP)

Training Programme on Behavioural Skills for Managing Work Effectively for RBI Personnel (March 2-6, 2015)

The training focused on enhancing behavioural skills. The main objectives of the programme were: (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 the skills for creative problem solving. The programme was attended by 30 RBI staff. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Behavioural Skills for Managing Work Effectively for officials of RBI (March 9-13, 2015)

The above programme was conducted for enhancing behavioural skills of the participants. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by 30 RBI staff. **Poonam S. Chauhan**, Senior Fellow was the Course Director.

Induction Training Programme for LEOs and ALCs of Government of Uttar Pradesh (March 09-20, 2015)

The above programme was designed to equip the newly recruited labour officials with skills of dealing with the enforcement of labour laws and to develop understanding with regard to new directions in labour laws and judicial interpretations. The training focused on labour laws; techniques of enforcement of labour laws, conciliation techniques, filing of claims and prosecution. Twenty one Assistant Labour Commissioners attended the programme and it was coordinated by **Shri J.K.Kaul**, Administrative Officer.

Capacity Building Programme of Employees of Ministry of Labour and Employment (March 30-31, 2015)

The above training programme was organised for the employees of the Ministry of Labour and Employment with the aim of encouraging managerial and administrative innovation at the workplace and creating a conducive work culture. The training programme was attended by 14 participants. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

Training Programme for Newly Promoted Office Superintendents of the Field/Regional Offices of CLC(C) Organization (March 30- April 10, 2015)

The above programme was organised to acquaint the officers with different aspects of rules and regulations dealt by them. They were also trained in several behavioural skills. The programme was attended by 19 officers. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Managing Work Effectively-A Behavioural Approach for Oil India Ltd .Assam (April 20-24, 2015)

This training programme 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 21 participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

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

- Chaired the session on 'Skill development in the North-East' and delivered the valedictory address in the National Seminar on Youth and Skill Development in North-East India organised by V.V. Giri National Labour Institute in collaboration with ICSSR-NERC at Shillong on March 27, 2015.
- Delivered the Welcome Address in the ILO-MoLE Tripartite Workshop on Conciliation of Labour Disputes on April 27, 2015.

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 55th Course on National Security and Strategic Studies, National Defence College, New Delhi, March 02, 2015.
- Presented papers on 'Global Wage Report 2014/15: Some Comments in the Context of India' and 'Trends and Wages in India' in the Capacity Building Workshop: Towards More Effective Wage Policies in India jointly organised by V.V. Giri National Labour Institute and International Labour Organisation, during April 15-16, 2015.

Dr. Shashi Bala, Fellow

- Attended a panel discussion on 'Assessing Priorities for Women in Union Budget 2015-16' organized by UN Women office for India, Bhutan, Maldives and Sri Lanka on March 02, 2015 at UNDP, New Delhi.
- Attended a three day workshop on Higher Education and Employability held during March 12-14, 2015 at NUEPA, New Delhi.
- Attended a National Workshop on 'Towards Gender Transformative Planning and Budgeting: Learnings and Experiences' on April 08, 2015 at the Taj Mahal Hotel, New Delhi.

Shri P.Amitav Khuntia, Associate Fellow

- Participated in the National Seminar on Youth and Skill Development in North-East India jointly organized by V.V. Giri National Labour Institute & ICSSR-NERC, Shillong during March 26-27, 2015 and presented a paper on 'Skill Development of Youth in North East India: Way Forward'.

Otojit Kshetrimayum, Associate Fellow

- Presented a paper on 'Skill Development in Tourism Sector in North East India' in the National Seminar on Youth & Skill Development in North East India organised by V.V. Giri National Labour Institute in collaboration with Indian Council of Social Science Research-North Eastern Regional Centre (ICSSR-NERC) on 26 March, 2015 at ICSSR-NERC, Shillong.
- Presented a paper on 'Skill Development in India and Korea' in the international Seminar on Evolving Indo-Korea Relations: Perspective on South Asia organized by the Department of East Asian Studies, Delhi University and Researchers' Association for the Study of Korea on March 28, 2015.

Dr. Ellina Samantroy, Associate Fellow

- Organized a Panel Discussion on International Women's Day at VVGNI on the theme: 'Towards Empowering Women for Nation Building: Creating Gender Sensitive Workplace' on March 05, 2015.
- Attended a panel discussion jointly organised by VVGNI and Ministry of Labour and Employment on the occasion of International Women's Day March 08, 2015 at Shram Shakti Bhavan, New Delhi.
- Invited as a speaker at a workshop organised by the Jindal Group on the occasion of International Women's Day on 10th March, 2015.
- Delivered a special lecture on 'Gender and Labour: Research and Practice' on March 13, 2015 at Ambedkar University, Delhi.

“LoPN Hkj r vfHk ku**

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