



इन्द्रधनुष INDRADHANUSH

A Bi-monthly Newsletter of V.V. Giri National Labour Institute

Volume III

Number 3

May - June, 2012

FROM THE DIRECTOR GENERAL'S DESK

Livelihood and Empowerment of Rural Poor through MGNREGA

The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), 2005, was notified on September 7, 2005, in order to provide a steady source of income and livelihood security for the poor, vulnerable and marginalised. The scheme provides 100 days of work per year to rural households whose adults are willing to do unskilled manual labour. Thus by providing extra employment opportunities to the poorest in rural areas, the scheme has initiated an ambitious attempt to fight rural poverty. Moreover, by its 'bottom-up' demand driven nature, the scheme aims to empower the rural poor to help them take actions in various domains that help them escape poverty.

The Act was initially notified in 200 rural districts in its first phase of implementation (with effect from February 2, 2006). In financial year 2007-08, it was extended to an additional 130 rural districts. The remaining districts were notified under MGNREGA with effect from April 1, 2008. Since, 2008, MGNREGA has covered the entire country with the exception of districts that have a hundred percent urban population.

Over the years, MGNREGA has provided steady income and livelihood security to the poor and vulnerable. It has provided basic income assurance to a large number of beneficiaries. In the financial year 2011-12 alone, nearly five crore households, which is almost 25 percent of all rural households, were provided over 209 crore person days of work. As a rural wage employment programme, MGNREGA recognized the relevance of incorporating gender equity and empowerment in its design. Various provisions under the Act and its Guidelines, aim to ensure that women have equitable and easy access to work, decent working conditions, equal payment of wages and representation on decision-making bodies. From financial year 2006-07 up to financial year 2011-12, around Rs 53,000 crore have been spent on wages for women and around 47 percent of the total person-days generated have been by women.

Besides providing wage employment, the scheme has created sustainable assets that strengthen the livelihood resource base of rural areas. Since its inception, around 146 lakh works have been undertaken, of these almost 51 per cent are works related to water (water conservation, flood control, irrigation, drought proofing, renovation of traditional water bodies and micro-irrigation), and over 19 per cent of works are related to rural connectivity.

The programme has brought about a lot of positive changes in the rural labour market such as increasing rural labour participation rate by drawing into workforce many who were not active workers, and making attractive and convenient work opportunities easily available. Moreover, MGNREGA by providing an alternate source of income for rural labourers has increased their bargaining power and choice of work, thereby improving rural wages. Finally, its direct and positive impact on reducing distress migration cannot be overlooked.

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RESEARCH CENTRES

Centre for International Networking

V.V. Giri National Labour Institute is mandated to forge professional collaborations with major international institutions involved with labour and related issues. Accordingly, the Institute has over the years forged collaborations with institutions like International Labour Organisation (ILO), United Nations Children's Fund (UNICEF), World Health Organisation (WHO), United Nations Development Programme (UNDP), International Institute for Labour Studies (IILS) etc. for undertaking various research and training activities. In the recent past, a number of innovative initiatives have been taken not only to strengthen the collaborations with organizations like ILO, UNDP and UNICEF but also to forge new and long-term collaborations with institutions like Japan Institute of Labour Policy and Training (JILPT), Korea Labour Institute (KLI), International Organisation for Migration (IOM) International Training Centre (ITC), Turin, National Institute of Labour Studies (NILS), Sri Lanka, UN Women, IGK Work and Human Lifecycle in Global History, Humboldt University, Germany and Centre for Modern Indian Studies, University of Gottingen,



Signing of MoU with UN Women

Germany. The major areas of collaborations include: Child Labour, Health Security, Labour Migration, Social Security, Gender Issues, Skill Development, Labour History, Decent Work, Informal Sector and Training Interventions related to Labour.

The Institute is also currently empanelled as a training institution for organizing international training programmes under the ITEC/SCAAP scheme of the Ministry of External Affairs, Govt. of India. During the year 2012-2013, the Institute will be organising seven international training programmes on major themes like Leadership Development, Labour and Employment Relations in a Globalising Economy, Social Security, Health Protection and Security, Skill Development and Employment Generation, Gender Issues in Labour and Research Methods in Labour Studies.

The Institute is also collaborating with Government of Afghanistan and UNDP Afghanistan for organising customised training programmes for the officials of the Government of Afghanistan. As a part of this collaboration, three training programmes are being organised by



Summer Academy



Shri V.P. Yajurvedi, Director General, V.V.Giri National Labour Institute being received by Dr. Sung-teak Kim, Acting President, Korea Labour Institute on the occasion of the VVGnLI-KLI Seminar on Industrial Relations and Minimum Wages in Seoul, Korea

the Institute during 2012-13 which are: Training Programme on Leadership Development and Labour Administration; Training Programme on Skill Development and Employment Generation; and Training Programme on Labour Market and Employment Policies. The Institute is also providing professional expertise to the Government of Afghanistan for formulating the National Labour Policy of Afghanistan and National Policy of International Labour Migration of Afghanistan.

One of the major developments in the area of international networking at the Institute relates to formalising the collaboration between VVGnLI and International Training Centre of the International Labour Organization, Turin. The two institutions would be signing a formal MoU in October 2012 in this regard. The major objective of the MOU is to expand the training and education collaboration between VVGnLI and the ITC, Turin mainly on the theme of Decent Work for All. This is sought

to be achieved through organising collaborative training and education programmes, developing training modules and faculty exchange. Such a collaboration is expected to result in upgradation of technical capacities of both the institutions in responding to the challenges emanating from transformations in the world of work.

The Institute is committed to sustain international networking and hopes to forge more long term collaborations with leading international institutions, especially in relation to undertaking collaborative research and training activities, promoting faculty exchange programmes, and organising international/regional workshops and seminars.

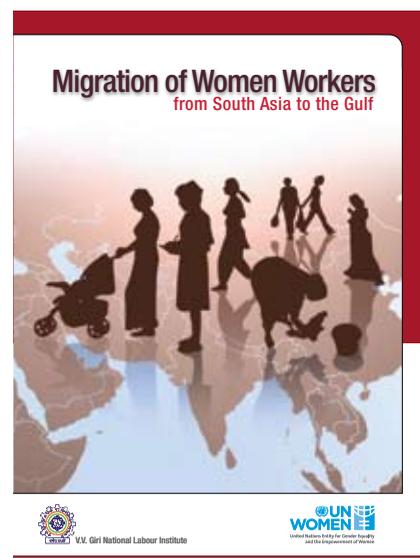
Centre Coordinator
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PUBLICATION OF RESEARCH STUDIES

Migration of Women Workers from South Asia to the Gulf

This research study, undertaken by the V.V.Giri National Labour Institute and supported by UN WOMEN, specifically looks at the processes, outcomes, and problems of the international migration of women from South Asia to the Gulf region. By mapping structural and procedural aspects from a rights based perspective, the study emphasises the agency and empowerment of women migrants both as a desired outcome and as a policy driver. The report analyses the latest available data at macro and regional levels along with information from micro-level qualitative studies to trace the emerging patterns and characteristics of the migration of women workers from South Asia to the Gulf.



Taking into account how the labour market in the Gulf mirrors the dominant sexual division of labour, the study details the vulnerabilities of low skilled women migrant workers. A major focus is the crucial role of regulatory regimes in shaping the processes and outcomes of migration and individual choices. The report examines the impact of policy measures of protection and restriction, which seems to be more far-reaching than that of those aimed at the promotion of women's migration in the South Asian region.

The study elaborates how regulatory regimes of different countries have often adopted contradictory policy measures, which reflect the pressures experienced by sending and receiving States. Sending States attempt to balance the macro benefits of increasing remittances, the micro/local experiences of subtle yet important changes in gender relations within and outside the household, and the imperative of protection of migrant workers' rights. Receiving States, on the other hand, while benefiting from abundant and inexpensive low skilled labour, must balance anti-immigrant sentiments and demands for indigenisation. With these contexts, the study details how regulatory measures by sending and receiving countries simultaneously encompass restriction, protection and promotion of migration.

Many conclusions emerge from this report; the importance and effectiveness of the collective voice for protecting migrant women is a prominent one. The study identifies migrants' associations as critical in liaising between governments and individual migrants. It recognises the important link between the pre-departure programmes conducted by government and non-government agencies, and the positive impact these have had in reducing vulnerability and empowering women migrants.

The report acknowledges that migration of women from South Asia to the Gulf will see an increasing trend in the future. It locates the aforementioned institutional efforts alongside the enormous increase in the scale of female migration, and the numerous positive responses from stakeholders to mitigate the risks and vulnerabilities of migrant women. Such measures have emerged from and contributed to an atmosphere of greater awareness and acknowledgement, at the national and international levels, of the need for migration policies to not just be gender-sensitive but also include specialised measures and programmes directed at women migrants. This report was released jointly by V.V. Giri National Labour Institute and UN WOMEN on June 4, 2012. The report is authored by **Dr. Rakhee Timothy and Dr. S.K. Sasikumar**. The report is downloadable at www.vvgnli.org.

TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Training Programme on Globalisation, Changing Employment Relations and Labour Administration (8-11 May, 2012)

The Institute organised a 'Training Programme on Globalisation, Changing Employment Relations and Labour Administration' during May 8-11, 2012 at the Institute's campus. The programme was organised with the objective of equipping the labour administrators to deal more effectively with changing employment relations in the context of globalisation. The specific objectives of the programme were: (i) To understand and analyse the major components of globalisation that affect employment relations; (ii) To examine the emerging issues and challenges in industrial relations and relate it to labour administration; and (iii) To share experiences on responses of labour administration to transformation in employment relations. The programme was attended by 21



senior and middle level labour administrators representing Arunachal Pradesh, Assam, Bihar, Haryana, Kerala, Madhya Pradesh, New Delhi, Odisha, Uttar Pradesh, and West Bengal. The Course Director of the Programme was **Dr. S.K. Sasikumar**, Senior Fellow, VVGnLI.

Training Programme on Building and other Construction Workers (RE & CS) Act, 1996 and Building and other Construction Workers' Welfare Cess Act, 1996 (28-29 May, 2012)

A two-day training programme on Building and other Construction Workers (RE & CS) Act, 1996 and Building and other Construction Workers' Welfare Cess Act, 1996 was conducted from 28th to 29th May, 2012 in the Institute. The objectives of this programme were: (i) to develop proper understanding of the provisions of the law; (ii) techniques of effective enforcement of law; (iii) developing effective system of collection and assessment of cess; (iv) administrating welfare schemes for Building and Construction workers.

The programme was attended by twenty-three participants comprising of Deputy Labour Commissioners, Assistant Labour Commissioners and Labour Enforcement Officers from nine states. During the programme, issues relating to the effective and benefit/result oriented enforcement of these laws, procedure of assessment and collection of the cess and problems faced by the Labour Administrators in administering these laws, were deliberated. **Dr. Onkar Sharma**, Fellow, VVGnLI was the Course Director.

Towards Effective Labour Law Enforcement (04-08 June, 2012)

Labour legislation plays an extremely important role in ensuring their legitimate dues to vast section of workers engaged in various sectors of the economy. However, this objective can be achieved only through effective enforcement of various labour legislations. The labour enforcement officials have a crucial role in fulfillment of this objective. They can perform their role effectively only when they are properly informed, oriented and sensitized with regard to the purpose and objectives of various labour legislations. With

this in view, V.V.Giri National Labour Institute conducts orientation and refresher programmes. The training programme on Effective Labour Law Enforcement organized during June 04-08, 2012 was one of such kind of programmes which was attended by 15 participants from the states of Chattisgarh, Haryana, Uttar Pradesh, Kerala, Punjab and Jharkhand. The programme co-ordinated by **Dr. Sanjay Upadhyaya**, Fellow, V.V.Giri National Labour Institute.

Strengthening Awareness on Labour Issues & Laws Pertaining to Women Workers (25- 29 June, 2012)

A Training Programme on 'Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers' from North East was organised by the Institute during June 25-29, 2012. The objective of the training programme were: (i) to familiarize the participants about various legal

provisions regarding women workers; (ii) to discuss gender issues in labour market; (iii) to provide information on the various development schemes; (iv) to discuss the Sexual Harassment of Women at Workplace Bill, 2010. **Dr. Shashi Bala**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Training Programme on Behavioural Skills for Developing Effective Leadership (May 21-25, 2012)

This training programme was conducted for enhancing 'soft skills' or behavioural skills, which are essential for managing work and human relations effectively. The 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 and (v) to inculcate skills for creative problem solving. The programme was attended by 21 participants representing 'Indian Oil Workers' Union (Assam), 'Oil India Employees Union', 'National Mineral Development' (Karnataka), and 'CIA Employees Union' (AIDEF). The programme was coordinated by **Dr. Poonam S. Chauhan**, Senior Fellow, VVGNI.



CAPACITY BUILDING PROGRAMMES (CBP)

Leadership Development Programme for Rural Trade Union Leaders (07-11 May, 2012)

The Institute conducted a five day 'Leadership Development Programme for Rural Trade Union Leaders' during May 07-11, 2012 at the Institute's campus. The basic objective of the programme was to develop leadership skills among the trade unions for organizing rural workers effectively. A total of 34 district level rural trade union leaders from five national trade unions namely Bhartiya Mazdoor Sangh (BMS), Hind Mazdoor Sabha (HMS), Indian National Trade Union Congress (INTUC), Trade Union Coordination Committee (TUCC) and Bhartiya

Khet Mazdoor Union (BKMU) participated in the programme. The subjects that were covered during the training programme were: Role and Responsibilities of Leadership, Qualities and Attributes of Effective Leaderships, Organisation Problem: Issues and Techniques, Organizing Labour: the question of Forms and Contents, Issues and Challenges of Unorganised Sector, Labour Laws, Skill Development of Workers, Social Security and Climate Change. **Shri Anoop Sathpathy**, Fellow, VVGNI was the Course Director.

Training Programme on Enhancing Leadership Skills of Trade Unions Leaders from Transport Sector (14-18 May, 2012)

The major objectives of the programme was to enhance the capacity of the participants and instill leadership skills in them. The other objectives were as follows: (i) to enhance inter-personal Communication; (ii) to discuss the legal protections in various labour legislations; (iii) to familiarize on the various aspects

of welfare funds. The programme was attended by 18 organisers of transport workers from Delhi, Punjab, Rajasthan, Haryana, Chhattisgarh, Gujarat, West Bengal and Himachal Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Social Protection and Livelihood Security (14-18 May, 2012)

The institute organized a five days training programme on 'Social Protection and Livelihood Security' during May 14-18, 2012. The objectives of the programme were to understand the sources of insecurity faced by workers in the informal economy and to discuss the role of institutional mechanism to

deliver social protection and sustainable livelihood. The training involved lectures by resource persons, brain storming sessions, discussions and interactive sessions. **Dr. Dhanya M B**, Associate Fellow coordinated the programme.

Empowering Trade Unions from Service Sector (21-25 May, 2012)

The service sector plays a key role in the social and economic development of a country. However, a substantial proportion of the employees engaged in this sector face a number of labour, employment and social security challenges. Two major reasons responsible for these challenges are: lack of awareness among them about their entitlements under various labour legislation and lack of effective organization. Education and training plays a key role in this regard. Accordingly, the V.V. Giri National Labour Institute organized a specific training programme for trade union leaders from service sector during May 21-25, 2012. The programme was attended by a total number of 24 participants from various constituents of service sector like: health sector, domestic services

sector, private security service and education sector. **Dr. Sanjay Upadhyaya**, Fellow, was the Course Director.



Leadership Development Programme for Rural Trade Union Leaders (Exclusively for SC/ST) (11-15 June, 2012)

The Institute organised an exclusive leadership development programmes for Scheduled Caste (SC) and Scheduled Tribe (ST) rural trade union organizers during June 11-15, 2012, at the Institute's Campus. The basic objective of the programme was to develop leadership skills for organizing rural workers effectively. A total of 17 district level rural trade union leaders from four national trade unions namely Indian National Trade Union Congress (INTUC), Hind Mazdoor Sabha (HMS), INBCWF and Akhil Bhartiya Mazdoor Union (ABMU) participated in the programme from six states namely: Uttar Pradesh, Jharkhand, Orissa, West Bengal, Bihar and Madhya Pradesh. Various subjects that were covered during the training programme were: Role and Responsibilities of Leadership, Qualities and Attributes of Effective Leadership, Organisation Problem, Issues and Techniques, Organizing Labour: The question of Forms and Contents, Issues and

Challenges of Unorganised Sector, Labour Laws, Skill Development, Social Security and Climate Change. **Shri Anoop Sathpathy**, Fellow, VVGnLI was the Course Director.



Training of Trainers (TOT) Programme for Rural Labour Educators (14-21 June, 2012)

The Institute Organised a 'Training of Trainers Programme for Rural Labour Educators' from Bundelkhand Region under the project "*Developing Effective Strategies and Techniques for creating Awareness and Organization for Development of Rural Workers in India: An Action Research Project.*" The overall objectives of the TOT was to enhance the knowledge of trainees and instill various skills in them in order to help them to organise the MGNREGA

workers and other rural labour in Bundelkhand region. The programme was attended by 37 participants from seven districts of Bundelkhand region. Eminent guest faculty including Shri K.B. Saxena and VVGnLI faculty members interacted with the participants. **Shri V.P. Yajurvedi**, Director General was chief guest for the valedictory session. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Social Protection and Livelihood Security (25-27 June, 2012)

The Training Programme on Social Protection and Livelihood Security was organised by V.V.Giri National Labour Institute in collaboration with Tamilnadu Institute of Labour Studies (TILS), Chennai during 25th to 27th June, 2012. The programme was inaugurated by Dr. Chandra Mohan, Commissioner of Labour, Tamil Nadu. The specific objectives of the programme were: (i) understand the sources of insecurity faced by workers in the informal economy and the need for social protection; (ii) to discuss the role of institutional

mechanism to deliver social protection and sustainable livelihood; (iii) examine the role of government, trade unions and community leaders for developing a better social security scheme. The training programme was attended by 40 participants from various districts of Tamil Nadu which included members of Trade Unions from State Trade Union Organisations, Labour Officials and Academicians. **Dr. Dhanya M B**, Associate Fellow coordinated this training programme

Training Programme on Leadership Development Programme for Rural Trade Union Leaders (25-29 June, 2012)

The training programme was conducted during 25-29 June 2012 at V.V. Giri National Labour Institute. Nineteen Trade Union Leaders from CTUs participated in this training programme. The programme aimed at empowering the emerging trade union leaders from rural unorganised sector. The objectives of the training programme were: (i) to provide an overview of the issues in the rural unorganised sector in India (ii) to develop/ sharpen skills of trade union leaders; (iii) to create an awareness about legal rights and provisions;

(iv) to provide insights into dynamics of interpersonal and intergroup relationships; (v) to discuss various issues and aspects related to organization building; (vi) to make the rural workers aware about the unionization process in the rural unorganised sector; (vii) to help in locating the resources at the micro and macro level; (viii) to make the participants aware about the policies and programmes relating to poverty alleviation, social security and skill development. **Shri P. Amitav Khuntia**, Associate Fellow coordinated this programme.

CHILD LABOUR PROGRAMMES (CLP)

Training Programme on Enhancing Competence of Youth in dealing with Child Labour (21-25 May, 2012)

The training programme on 'Enhancing Competence of Youth in Dealing with Child Labour' was conducted during 21-25 May, 2012 in the Institute. Thirty six students of Master in Social Work (MSW) from various Universities participated in this training programme.

The aim of the training programme was to motivate the youth to work towards elimination of child labour. The objectives of the training programme were: (i) to develop skills for locating children at work for rehabilitation; (ii) to develop understanding on the importance of upliftment of child labour families; (iii) to enable participants to contribute towards implementation of various child labour projects. In the concluding session of the training programme **Shri Ved Prakash Yajurvedi**, Director General of the Institute delivered

the valedictory address and distributed certificates to the participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.



Training of Trainers Programme for Master Trainers of Stakeholders to Combat Child Labour (28 May-1 June, 2012)

A Training of Trainers Programme for Master Trainers of Stakeholders to combat child labour under the ILO-Convergence Project "Converging against Child Labour: Support for India's Model" was conducted during 28th May to 1st June 2012. The objective of the programme was to impart training to the resource persons identified by the respective states from their

State Training Institutes/State Labour Institutes/State Resource Cells. The participants were trained as Master Trainers for imparting training to the officials of Government Departments, representatives of Trade Unions, Employers' Organisations, NGOs and Civil Society Partners. **Dr. Helen R. Sekar**, Senior Fellow coordinated the programme.

HEALTH ISSUES PROGRAMMES (HIP)

Training Programme on Gender, Work and Health in a Globalised Economy (4-8 June, 2012)

The aim of this training programme was to understand the risks and health problems facing women workers in the informal economy. Emphasis was given to discuss the specific risks and health problems facing women workers in the informal economy and understand the need for work related health policies and programmes for women workers. The different sessions covered

in the training were (i) health insecurities of women workers; (ii) occupational health and safety of women workers; (iii) legislative provisions for women workers; (iv) importance of skill development for health and safety at workplace. A total of twenty four participants attended the training programme. **Dr. Ruma Ghosh**, Fellow coordinated the programme.

Health Security of Informal Sector Workers (18-22 June, 2012)

The objective of this training programme was to understand health contextualized in a socio-economic and political milieu. It necessitated drawing out linkages between aspects of employment, nature of work, poverty and its implications to health thereby arguing the need for health security especially for workers in the

informal sector. This training programme was attended by 24 participants from eight states comprising of five trade union representatives from TUCC and nineteen government officials. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director.

NORTH –EASTERN STATES PROGRAMMES (NESP)

Training Programme on Skill Development and Employment Generation for North Eastern States 14-18 May, 2012

The objectives of the programme are 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 designing appropriate skill development policies to meet those challenges. There were 13 participants, comprising seven women and six men, representing five North Eastern States of India, namely Arunachal Pradesh, Assam, Manipur, Nagaland, and Tripura. As part of the programme, the participants had a visit

to National Vocational Training Institute (NVTI) in Noida and interacted with the Principal, faculties and students of the Institute. There was a session on 'Identifying the Skill Needs in North East: State Experience' wherein the participants shared their experiences and held discussions on issues related to prospects and challenges of various skill development training programmes taken up by the respective State Governments. The course director of the training programme was **Shri Otojit Kshetrimayum**, Associate Fellow.

Empowering Trade Unions and NGOs from North East (21-25 May, 2012)

The Institute organized a specific training programme for empowerment of emerging trade union leaders and representative of NGO's from North East, in order to raise their general awareness about various labour legislations and enhance the level of effective leadership in them. The programme was attended by a total number of 44 participants from the states

of Mizoram, Arunachal Pradesh, Manipur, Assam, Sikkim and Tripura. During the programme, the participants were addressed by various faculty members of V.V. Giri National Labour Institute as well as by external resource persons. The programme was co-ordinated by **Dr. Sanjay Upadhyaya**, Fellow, VVGNI.

OTHER IMPORTANT ACTIVITIES

Union Labour & Employment Secretary's Visit to V.V. Giri National Labour Institute

Dr. Mrutyunjay Sarangi, Union Labour & Employment Secretary and Chairman, Executive Council of the V.V. Giri National Labour Institute visited the Institute on May 16, 2012. During the visit, he took a detailed review of the activities of the Institute and had wide-ranging discussions with the Director General, Faculty and Officers. He complimented the Institute for undertaking excellent work in the area of labour research and training and urged each and everyone of the Institute to professionally excel further and make the Institute one of the most internationally acclaimed centres of excellence in the area of labour and employment.



PROFESSIONAL ENGAGEMENTS

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



Shri V.P. Yajurvedi, Director General, VVGNI attending the Plenary Session of ILC with Shri Sharda Prasad, DGE&T

- **Delivered the Key Note Address** in the Inaugural Session and addressed the participants of the Conference on “Industrial Relations: Understanding the Dynamics” organised by Confederation of Indian Industry (CII) on 29th June, 2012 at Westin Hotel, Gurgaon, Haryana.

Shri V.P. Yajurvedi, Director General, VVGNI delivering the Key Note Address

- **Attended the 101st International Labour Conference**

The 101st session of International Labour Conference of ILO was held at Geneva from May 30-June 14, 2012. Shri V.P. Yajurvedi, Director General, VVGNI was part of the Tripartite Indian Delegation for attending this conference. He represented Government of India in the technical discussion on the Committee on Fundamental Principles and Rights at Work (FPRW) from May 30-June 8, 2012.

The Conference was attended by more than 4000 participants representing governments, employers and workers from 170 ILO Member States. The Indian delegation comprised of 27 members including delegates and advisers representing government, employers and workers.



PROFESSIONAL ENGAGEMENTS OF FACULTY MEMBERS

Dr. Helen R. Sekar, Senior Fellow, VVGNI

- Visited Balrampur District, Uttar Pradesh, for assessing the performance of the NCLP Special Schools and the Project Society during 22-25 May 2012.
- Attended a Need Assessment Workshop conducted by ITC Turin during 13 and 14, June, 2012 at the ILO DWT for South Asia and Country Office for India, New Delhi.

Dr. Shashi Bala, Fellow, VVGNI

- Attended an Interaction Session on the Training Strategy and the Joint Programme of ILO and VVGNI on 3rd May, 2012 at ILO Delhi office.
- Attended a Conference on 'Women Working in Night Shifts: Issues and Concerns' on 8th May, 2012 at ASSOCHAM house, New Delhi
- Presented a paper on 'Implementation of Maternity Benefit Act' at the Observance of International Day of Families *Ensuring Work- Family Balance* on 14th May, 2012 at UN Conference Hall, New Delhi

Otojit Kshetrimayum, Associate Fellow, VVGNI

- Published a research paper on "**Cloth, Women and Social Change: Situating Handloom Weaving in Manipur**" in *Sakarama Somayaji and Vimal Khawas (ed.) 2012. Environment, Development and Social Change in Himalayan Region. New Delhi: Akansha Publishing House. ISBN 978-81-8370-319-2.*

OUR VISION

"A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations"

OUR MISSION

VVGNI's mission is to bring labour and labour relations as the central feature in development agenda. It seeks to do this:

- *through addressing issues of transformations in the world of work;*
- *through disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;*
- *through undertaking research studies and training interventions of world class standards; and*
- *through building understanding and partnerships with globally respected institutions involved with labour.*

Printed and Published By: V.V. Giri National Labour Institute, Sector-24, Gautam Buddha Nagar, Noida-201301, India.

Printed at: Galaxy Offset (India) Pvt Ltd., B-83, Naraina Industrial Area, New Delhi-110028.