



इन्द्रधनुष

INDRADHANUSH

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

Volume VI

Number 3

May-June, 2015

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## FROM THE DIRECTOR GENERAL'S DESK

## Jobless Growth, Expansion of Informal Sector and Labour Administration

During the post liberalization period India has experienced growth without having corresponding increase in employment. In the last three decades Indian growth rate has been impressive but employment growth has been falling. Using National Sample Survey Office (NSSO) data, it has been estimated that average annual employment growth rate was about 2.4% in the 1970s. This continued in the 1980s but declined in the 1990s. Between 1999-2000 and 2004-05, there was sharp increase in employment growth rate to 2.8%. This is followed by equally sharp fall in the growth rate in subsequent years. The compound annual growth rate (CAGR) of employment from 2004-05 to 2011-12 fell to 0.5% from that of 2.8% of the earlier period. But during those corresponding years GDP grew quite sharply in the context of global economic downturn experienced in the rest of the world economy. This phenomenon of jobless growth provides a very challenging situation.

There have been gradual changes in the structure of employment as well. The share of the primary sector in total employment has fallen from 58.5% in 2004-05 to 48.90% in 2011-12. During the same period, employment in secondary and tertiary sectors has seen a rise to 24.3% and 26.8% respectively. A look at the different employment categories shows that self-employment is the most dominant component with a 52.2% share in total employment. It is seen that of the total 484 million workers, about 90% are in the informal sector. Even among those employed in the organized sector, 48% belonged to the category of informal workers. The employment trends show that even though there have been no significant changes in labour regulations in India in the recent past, yet there are enough evidences of increased labour flexibility and the labour market adopting ways of accommodating majority of workers in the informal sector which lacks job security, minimum standards of work as well as social security. On the other hand, with economic liberalisation industry finds several regulatory provisions highly restrictive which adversely affects growth of industry and employment.

Taking the above in to account, labour market reforms should take in to consideration two important aspects which are – (i) elimination of dualism in the Indian labour market by bringing the large excluded segments of the unorganised sector workers into the labour regulatory framework so that social security provisions and labour standards are universally applicable, (ii) rationalising, simplifying and harmonisation of the existing labour laws for avoiding unnecessary bureaucratic hassles.

In this regard, some of the reform initiatives have already been taken by the central government to improve workers' benefits as well as save industry from avoidable bureaucratic compulsions as outlined in the recent economic Survey (2014-15). Initiatives such as raising the statutory wage ceiling under the Employees Provident Fund and Miscellaneous Provisions (EPF&MP) Act to Rs. 15,000 per month from 1 september 2014; introducing a minimum pension of Rs 1,000 under the Employees' Pension Scheme 1995; amending the Apprenticeship Act, 1961 are supposed to benefit workers. A unified labour portal called Shram Suidha Portal has been launched for 'timely redressal of grievances and for creating a conducive environment for industrial development'. The filing of a single self certified and simplified online return under this scheme instead of the earlier practice of filing sixteen separate returns, and a transparent labour inspection processes are expected to reduce and hassles for the industry. Finally, taking in to consideration the fact that the workers in the informal sector have limited coverage in the existing labour regulations, initiatives should be taken by the Labour Administration to play an effective role in implementing the select labour laws and social security provisions for workers in the unorganized sector in order to ensure that their vulnerability is reduced and the benefits reach these workers.



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## SPECIAL EVENTS

### INTERNATIONAL DAY OF YOGA (June 21, 2015)

Yoga is a physical, mental and spiritual discipline that originated in India. On 11<sup>th</sup> December 2014, the United Nations General Assembly declared June 21st as the International Day of Yoga. This declaration came after the call for a International Day of Yoga was made by Hon'ble Indian Prime Minister, Shri Narendra Modi during his address to UN General Assembly on 27<sup>th</sup> September 2014, so that the benefits of yoga could spread all around the world. To commensurate the International day of yoga, the Institute arranged Yoga Session on 21st June, 2015 at 7.00 a.m. at the Institute's campus. The event was participated by faculty members, officers, staff, participants of the on-going training programmes and residents of the campus.



## PUBLICATION

### Organising Rural Labour: Process and Experiences

‘Organising Rural Labour: Process and Experiences’ is a recent two-volume publication of the Institute that has been edited by faculty members Dr. Poonam S. Chauhan and Dr. Helen R. Sekar along with former faculty of the Institute Dr. M.M. Rehman. The articles in these two edited volumes portray the diverse experiences gained from the rural labour camps that have been organized by the V.V. Giri National Labour Institute over the years.

Organising rural labour through rural labour camps in different parts of the country have been envisioned by the National Labour Institute with a view to conscientizing the rural labour. It is believed that an organisation can play a very important tool and instrument of change for something better. Therefore organizations of people with common interests can act as a platform for voicing out the concerns of the people. An organisation of people with similar interests instills a sense of new awakening through which the members can help each other to come out of a difficult situation. However organising people with common interests is a difficult task and when it comes to the workers in the unorganized sector, organizing them becomes all the more difficult taking in to consideration their spread out, instability of employment and problems such as lack of awareness by the workers themselves.

Taking this background in to consideration, late (Prof) Nitish Rajan De, former Dean and founder of the National Labour Institute conceptualised a strategy and methodology of organising the unorganised rural poor / labour in early 70s which could be said to be unconventional and unorthodox. The strategy lay in organising series of rural camps for those engaged in organising the rural labour including the share croppers and landless agricultural



labourers. The first such camp was organised at a relatively underdeveloped and remote village, Bana Nabagram in the district of Burdwan, West Bengal with support from Ministry of Labour Govt of India and Govt of West Bengal. Attended by twenty four participants and with duration of five days, the camp devoted considerable amount of time to the primary task i.e to identify the problems faced by the organisers of rural labour in the process of organising. This task was sought to be accomplished through discussion and churning of critical consciousness of participants in small groups. The discussion about the problems in the groups, led to formulation of a strategy or plan of action for facilitating the process of organising the rural poor/ labour. It also helped in identifying certain areas where support from various departments / agencies of government such as Department of Labour, Department of Land Records and Survey, Department of Public Relations etc. was needed to facilitate and accelerate the process of organising. Evaluation of the content, process and impact of the five-day camp by the participants themselves was the best highlight of the programme. It brought out in a totally open and participative manner the strength and weaknesses which inhibit organisations of the rural poor/labour.

Over the years, several faculty members have continued the tradition of organizing rural labour by holding rural camps in all parts of the country. The camps brought out clearly and candidly the factors which contribute to the plight and predicament of the participants (landlessness, assetlessness, indebtedness, bondage). This awareness was further reinforced when the participants were able to articulate their concerns and entitlements before the agencies responsible for alleviating the misery & suffering of the rural poor / labour.

The present publication which is a compilation of camp reports/articles that have been conducted over the years, highlight the fact that the rural poor are unfavourably placed in the existing socio-economic structure and depict that one of the major obstacles to the development of rural labour is the lack of empathy on the part of rural labourers themselves and also on the part of people who are involved in the process of solving their problems. The reports also record the factors which contribute to the plight and predicament of the rural labour landlessness, assetlessness, indebtedness, bondage as articulated by the participants clearly and candidly in the camps. Further, the reports/articles document the concerns placed by the participants before the agencies responsible for alleviating the misery and suffering of the rural labour.

## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Effective Enforcement of Labour Laws in the Unorganised Sector (June 22-26, 2015)

The above programme aimed at providing an insight and orientation to the participants with regard to enforcement of labour laws in the unorganised sector. The objectives of the programme were: (i) to discuss the key features of the unorganised sector; (ii) to develop an understanding with regard to constitutional framework of labour laws; (iii) to identify major challenges in enforcement of labour laws in the unorganised sector; (iv) to give an overview to the participants of the select labour laws applicable to the unorganised sector; (v) to identify major issues in implementing laws like Contract Labour (R&A) Act, Child Labour (P&R) Act, Inter-State Migrant Workmen (RE&CS) Act, Plantation Labour Act and Building and Other Construction Workers (RE&CS) Act and discuss the techniques and strategy for overcoming these issues. The programme was co-ordinated by **Dr. Sanjay Upadhyaya**, Fellow.

### CAPACITY BUILDING PROGRAMME (CBP)

#### Migration and Development: Issues and Perspectives (May 05-08, 2015)

The above training programme was organised with the objective of developing the capacities of researchers and policy makers towards explicating the emerging issues in migration, especially in terms of research and policy concerns. The specific objectives of the programme were: (i) to understand the concepts and theories relating to migration; (ii) to examine the emerging trends and patterns in migration in a globalizing economy; (iii) to discuss key components of contemporary migration policies; (iv) to analyse developmental potential of migration. The programme was

attended by twenty four scholars and practitioners dealing with different dimensions of migration research and policy. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director of this programme.

### **Training Programme on Enhancing Training Skills for Education Officers of CBWE (May 05-08, 2015)**

The Central Board of Workers Education (CBWE) is a premier Institution for training and education of workers' in the country under the Ministry of Labour & Employment. The education officers play a key role in this Institution for imparting education to the workforce. Keeping this in view, a four-day training programme for the education officers was organised by the V.V. Giri National Labour Institute. 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 with the officials regarding the use of appropriate training techniques and methods in different programmes; and (iv) to enthuse the officials with the need and modalities of conducting rural labour camps. The programme was attended by 28 participants from different Regional Directorates of CBWE located in different parts of India. **Dr. Poonam S. Chauhan**, Senior fellow was the Course Director.

### **Empowering Rural Women Organizers (May 11-15, 2015)**

The above training programme was organised for rural women trade union leaders. The objectives of the programme were: (i) to develop an understanding of rural society and economic relations (ii) to discuss the issue of empowerment (iii) to develop skills for enhancing leadership potential (iv) to acquaint with labour laws pertaining to women workers. The programme was attended by twenty women participants from Assam, Manipur, Delhi, Uttar Pradesh and Bihar. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

### **Training Programme on Social Security for Workers in the Unorganised Sector (May 25-29, 2015)**

The above programme was conducted in order to sensitize the participants about the social security provisions for workers in the unorganised. The objectives of the programme are as follows: (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 five participants from the states of Bihar, Haryana, Madhya Pradesh, Manipur, New Delhi, Odisha, Uttar Pradesh and West Bengal. **Dr. Poonam S. Chauhan**, Fellow was the Course Director.

### **Leadership Development Programme for Rural Trade Union Leaders (June 08-12, 2015)**

The above programme was organised for rural trade union leaders. The objectives of the programme were: (i) to provide an overview of the rural unorganised sector in India; (ii) to redevelop/sharpen the skills of rural trade union leaders (iii) to create an awareness about legal rights and provisions; (iv) to discuss various issues and aspects related to organization building; (v) to make the rural workers aware about the progress of unionization process in the rural unorganised sector. Thirty two representatives of Central Trade Unions from the states of Bihar, Chhattisgarh, Odisha, Gujarat, Madhya Pradesh, Rajasthan and Telangana participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

## **CHILD LABOUR PROGRAMMES (CLP)**

### **Towards Ending Vulnerability to Bonded Labour, Forced Labour and Child Labour (June 1-4, 2015)**

The objective of this training programme was enhancing understanding on the evils of human bondage, forced labour and labour exploitation of children. The purpose was to impart skills, methods and techniques for

identification, release and rehabilitation of bonded labour, forced labour and child labour and to equip the social partners for contributing towards effective implementation of policy and legislation and strengthen rehabilitation efforts towards ending vulnerability to bondage and to work towards ending all enslaved forms of labour. A total of 30 participants comprising Project Officers/Managers, District Councillors, Research Scholars, Trade Unions, Field Activists, from different states such as Gujarat, Odisha, U.P., Karnataka, Haryana, Assam, Tamil Nadu, Rajasthan, and Delhi attended the programme. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director of this Training Programme.

## **RESEARCH METHODS PROGRAMME**

### **Course on Sociology of Labour and Globalisation (June 8-19, 2015)**

The course was organised for the research scholars and young teachers from universities, colleges and institutions. The main objectives of the course were (i) to give an overview of the concepts of labour, employment relations and globalisation; (ii) to provide an outline of the labour and employment scenario in India; (iii) to examine the emerging issues in the context of labour and globalization. Twelve research scholars representing University of Delhi; Mizoram University, CCS University, Central University of Haryana, Dr. H.S. Gour University, Dr. Ram Manohar Lohia National Law University, University of Hyderabad, International Institute for Population Sciences, Mahatma Gandhi Kashi Vidyapith and Madhya Pradesh Institute of Social Science Research participated in the course. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.



## **NORTH-EASTERN STATES PROGRAMMES (NESP)**

### **Effective Labour Laws Enforcement for Labour Inspectors from North Eastern States (May18-22, 2015)**

The above training programme was organised for labour inspectors from the Labour Departments of the North-Eastern States of India. The main objectives of the programme were: (i) to have an understanding of the context of labour legislations in North-East; (ii) to have knowledge of substantive as well as procedural contents of different labour laws; (iii) to develop understanding with regard to new directions in labour laws and judicial interpretations; (iv) to explore ways for optimum utilization of existing resources. Eighteen labour inspectors representing the states

of Assam, Manipur, Nagaland and Sikkim attended the programme. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

### **Leadership Development Programme for Trade Union Leaders from North-Eastern States (June 22-26, 2015)**

The above training programme was organised for trade union leaders from the North-Eastern states with an aim to enhance their capacity and instill leadership skills in them. The major objectives of the programme were as follows: (i) to develop skills and techniques for effective organisation building; (ii) to foster skills of effective leadership; (iii) to impart knowledge about labour laws, development programmes and schemes. The training inputs were designed on the basis of the above objectives. In all thirty six participants from the states of Assam, Manipur, Mizoram and Nagaland participated in the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## **IN-HOUSE TRAINING PROGRAMMES (IHTP)**

### **Training Programme on Management, Administration and Industrial Relations for INAS Officers of Naval Armament Depot, Vishakhapatnam (May 18-27, 2015)**

This above training programme was organised for the INAS Officers who have to share responsibility with their management in all respects. The overall objective was to enthuse them with the knowledge and skills regarding industrial relations, labour laws, managerial techniques and behavioural skills. In all fifteen participants from the Naval Armament Depot, Vishakhapatnam, Andhra Pradesh participated in the programme. **Dr. Poonam, S. Chauhan**, Senior Fellow was the Course Director.

### **Training Programme on Managing Work Effectively: A Behavioural Approach for Oil India Limited (June 15-19, 2015)**

The above training programme aimed at enhancing the behavioural skills of the participants in order to enable them to manage their work effectively. It was based on following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. Twenty three participants from Oil India Limited, Assam participated in this course. **Dr. Poonam S. Chauhan**, Fellow was the Course Director.

### **Induction Training Programme on Labour Law Enforcement Officers of Government of U.P. (June 15-26, 2015)**

The above programme was organised for newly appointed Labour Enforcement Officers of Government of Uttar Pradesh. The programme aimed at strengthening the capacity for labour law enforcement of the participants. The major objectives of the programme included: (i) to give an orientation to the participants with regard to the context of labour law enforcement; (ii) to develop an understanding with regard to the constitutional framework of labour laws and to provide knowledge of key features of select labour laws; (iii) to familiarize the participants with the procedural aspects of labour laws to be enforced by them and to provide the knowledge of basic techniques for effective labour law enforcement. The programme was attended by twenty one newly appointed labour enforcement officers. The programme was jointly co-ordinated by **Dr. Sanjay Upadhyaya** and **Dr. Kingshuk Sarkar**, Fellows.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Director General, Shri Manish Kumar Gupta

Shri Manish Kumar Gupta, Joint Secretary, Ministry of Labour & Employment took over as the Director General of the Institute from June 19, 2015. He acted as the Member Secretary of the General Council Meeting of the Institute that was held on 24.6.2015.

### Professional Engagements of Faculty Members

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

- Made a Presentation on Key Labour & Employment Trends in India at the Brainstorming Session on National Employment Policy chaired by Secretary (Labour & Employment), on June 4, 2015 at the Ministry of Labour & Employment, New Delhi.

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

- Was one of the Resource Persons in the meeting-cum-workshop organized by Department of Labour and Employment, Government of Gujarat, on June 22, 2015 which was attended by the officials of State Line Departments, ILO, Unicef and Civil Society Organizations involved in the Elimination of Child Labour

#### Dr. Shashi Bala, Fellow

- Deliver a session on “Provisions in Prevention & Prohibition of Sexual Harassment at Workplace Act-2013” in the Seminar on ‘Empowering Women in Public Sector Enterprises Focusing on their Skills and Capacity Building’ organized by SCOPE on 27<sup>th</sup> May, 2015 at Scope Convention Centre, New Delhi.

#### Dr. Ellina Samantroy, Associate Fellow

- Participated as a panelist in a Panel Discussion on ‘Caring for Migrants’ and spoke on the topic of ‘Gender and Female Dimensions of Mobility’ on 9.5.15 at CBCI Centre, New Delhi.

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V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA



एक कदम स्वच्छता की ओर

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