



इन्द्रधनुष

INDRADHANUSH

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Director General,
VVGNI

Editor

Dr. Ruma Ghosh,
Fellow,
VVGNI

Associate Editor

Dr. Ellina Samantroy,
Associate Fellow,
VVGNI

FROM THE DIRECTOR GENERAL'S DESK

ENSURING LEGITIMATE DUES TO CONTRACT LABOUR

Labour contributes immensely in the overall social and economic development of any region or country. In spite of that, a substantial proportion of labourers / workers especially in the unorganized and informal sector does not get its legitimate dues under various labour legislations and has also to work under very challenging conditions of work. Some of the key challenges include: lack of opportunity of employment throughout the year, non-payment of wages commensurate with the efforts involved, health hazards, excessively long hours of work, absence or inadequacy of effective social security measures and lack of effective bargaining power, etc.

The political freedom is not of much use unless and until it is followed by social and economic freedom and justice. If the workers engaged in various sectors and sub-sectors of the economy remain deprived of their legitimate dues and basic entitlements under various labour legislation, the goal of ensuring justice in the real sense and good governance can not be achieved. Accordingly, the Govt. of India and various state governments have *inter-alia* adopted various legislative measures from time to time for ensuring their rightful dues to various categories of workers. Unless and until these legislative provisions are effectively enforced, we cannot claim to have good and accountable governance.

However, at times, the employers not only in the private sector but also in the public sector undertakings and in the government sector mainly with the motive to reduce cost, find out ways to evade and circumvent various legislative provisions which results in defeating the very purpose of such kind of legislative measures. One of the commonly used methods to reduce cost is the method of engaging labour through contractor. Engaging contract labour *per se* is not bad. However, the matter of concern is that in the Indian context, the majority of those engaged as contract labour, work under very pathetic conditions of work for excessively long hours and at very low wages as compared to workers doing similar work with the permanent status. Many of the social security and fringe benefits like provident fund, sickness insurance, gratuity, privilege leave with pay and so on, are usually not available to contract labour. Because of non-regular system of employment, uncertainty of tenure, frequent changes in contracts and contractors, lack of proper employment records and a number of other similar factors, contract workers find it extremely difficult to get organized in strong trade unions and fail in getting most of their legitimate dues. So providing a minimum of social security measures and legal protection to this vulnerable section assumes paramount importance in the overall context of good governance.



SPECIAL EVENTS

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वी.वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा 12 – 29 सितंबर 2014 के दौरान हिंदी पखवाड़ा – 2014 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। 12 सितंबर 2014 को हिंदी पखवाड़े के शुभारंभ पर संस्थान के महानिदेशक श्री पार्थ प्रतिम मित्रा ने सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं में हिस्सा लेने का आह्वान किया। हिंदी के अधिकाधिक प्रयोग को प्रोत्साहित करने के उद्देश्य से संस्थान में पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं की जानकारी हिंदी अनुवादक श्री बीरेन्द्र सिंह रावत द्वारा दी गई।

पखवाड़े के दौरान कुल सात प्रतियोगिताएँ आयोजित की गयीं तथा इन प्रतियोगिताओं में संस्थान के संकाय सदस्यों, अधिकारियों एवं कर्मचारियों सहित कुल 47 लोगों ने हिस्सा लिया। निबंध एवं पत्र-लेखन प्रतियोगिता में श्रीमती अंशिका सिंह ने प्रथम, श्री राजेश कुमार कर्ण ने द्वितीय एवं श्री एस. के. वर्मा ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में डॉ. एलीना सामंतराय ने प्रथम एवं श्रीमती मरियम्मा साबू ने द्वितीय



स्थान प्राप्त किया। सुलेख एवं श्रुतलेख प्रतियोगिता में श्री दिलीप सासमल और श्री कृष्ण कुमार, दोनों ने प्रथम, श्री सत्यवान ने द्वितीय एवं श्री जगत सिंह ने तृतीय स्थान प्राप्त किया। सामान्य टिप्पणी एवं आलेखन प्रतियोगिता में श्री हर्ष सिंह रावत ने प्रथम, श्री एस. के. वर्मा ने द्वितीय एवं श्री ए. के. श्रीवास्तव ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में श्रीमती आर. श्यामला ने प्रथम, श्रीमती सुधा गणेश ने द्वितीय एवं श्रीमती मरियम्मा साबू ने तृतीय स्थान प्राप्त किया। सस्वर काव्य पाठ/गीत/गजल प्रतियोगिता में डॉ. एलीना सामंतराय ने प्रथम, श्रीमती राजेश्वरी ने द्वितीय एवं श्रीमती उषा शर्मा ने तृतीय स्थान प्राप्त किया। हिंदी टंकण अथवा वर्तनी एवं वर्ग पहेली प्रतियोगिता में श्री राजेश कुमार कर्ण ने प्रथम, श्रीमती मोनिका गुप्ता ने द्वितीय एवं श्री नरेश कुमार ने तृतीय स्थान प्राप्त किया। राजभाषा एवं सामान्य ज्ञान प्रतियोगिता में श्री हर्ष सिंह रावत ने प्रथम, श्रीमती सुधा बोहरा ने द्वितीय एवं श्रीमती सुधा गणेश ने तृतीय स्थान प्राप्त किया। वाद-विवाद प्रतियोगिता में श्रीमती अंशिका सिंह ने प्रथम, सुश्री शिवांगी जायसवाल ने द्वितीय एवं श्रीमती उषा शर्मा ने तृतीय स्थान प्राप्त किया। इसके अतिरिक्त, प्रत्येक प्रतियोगिता में सांत्वना पुरस्कारों, एवं उपरोक्त प्रतियोगिताओं में कोई भी पुरस्कार पाने में असफल रहे प्रतियोगियों के लिए प्रतिभागिता पुरस्कारों का भी प्रावधान किया गया था। राजभाषा हिंदी के प्रगामी प्रयोग को बढ़ावा देने हेतु प्रोत्साहन योजना के अंतर्गत भी पुरस्कार दिए गए। ये सभी पुरस्कार 29 सितंबर 2014 को हिंदी पखवाड़े के समापन समारोह के अवसर पर संस्थान के वरिष्ठ फेलो डॉ एस. के. शशिकुमार द्वारा प्रदान किए गए।

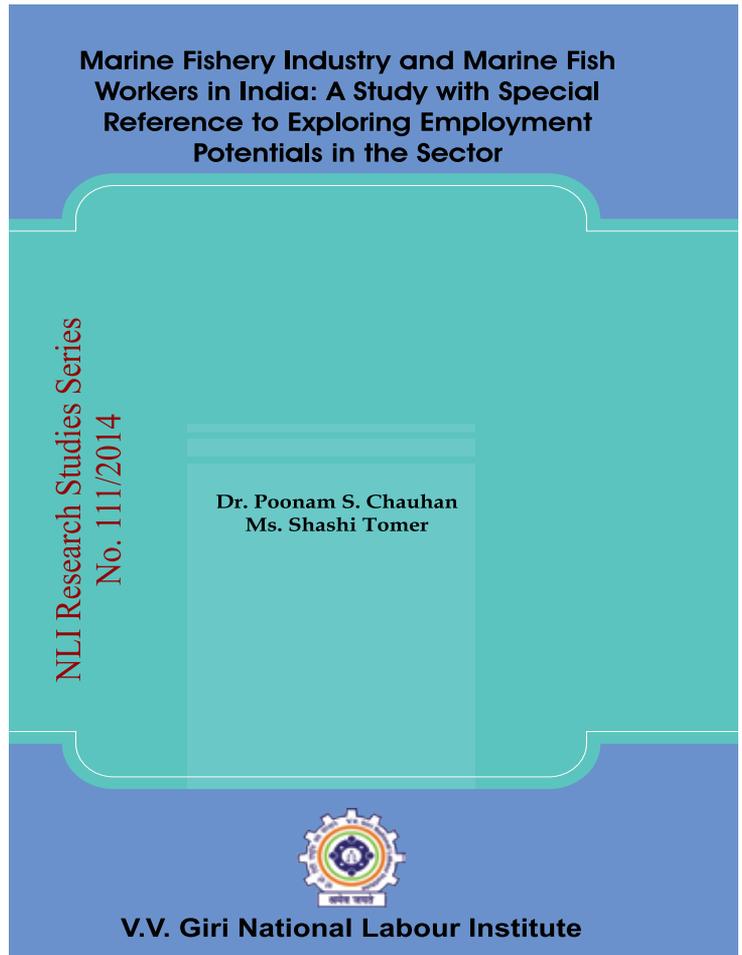
PUBLICATION OF RESEARCH STUDIES

Fishery sector contributes significantly to national economy and provides livelihood to a large segment of people. It has been recognized as a powerful income and employment generator. Fishery sector also stimulates growth of a number of subsidiary industries.

Despite this, the survival of the fish workers is becoming precarious since the process of globalization has adversely affected the fishery industry. It has resulted in increasing unemployment, under employment, exploitation and oppression of workers in general, and fish workers, in particular. This is because of competition and introduction of newer technology which is often less employment generating. The major issues, pertaining to fisheries development in India, are development of sustainable technologies for fin and shell fish culture, promoting aquaculture, yield optimization, infrastructure for harvest and post harvest operations and landing facilities, etc.

The present study was undertaken to assess the living and working conditions of the fish harvesters. The research also aimed at looking at the possibilities of employment potential in the area.

On the basis of the findings of the study, it is suggested that for fisheries development, it is necessary to optimize production and productivity, augment export of marine fish products, generate employment and improve the welfare of fish harvesters and other fishery allied workers. This will eventually improve the overall quality of life of the fish workers.



TRAINING PROGRAMMES

INDUSTRIAL RELATION PROGRAMMES (IRP)

Empowering Trade Union Leaders (22-27 September, 2014)

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 have knowledge about labour laws; (iv) to gain familiarity with the changes and trends in industrial relations; (v) to discuss the role of trade unions in emerging economic political scenario. Forty three trade union leaders from the public sector attended the programme from Karnataka, Madhya Pradesh, Andhra Pradesh, Jharkhand, Uttar Pradesh, Maharashtra and Tamil Nadu. The participants were from various industries/ offices such as Syndicate Bank, Military Farm, Controllerate of Quality Assurance Electronics, Tata Steel and Hindustan Aeronautic Limited. **Dr. Poonam S. Chauhan** was the Course Director.

CAPACITY BUILDING PROGRAMME (CBP)

Leadership Development Programme for Rural Trade Union Leaders **(15-19 September, 2014)**

The programme aimed at giving an orientation to the participants on the following aspects: analysis of rural society; constitutional perspective on labour; communication skills; labour legislations pertaining to wages, contract labour, migrant workmen and child labour; schemes and programmes for welfare of rural workers; legislative provisions pertaining to maternity benefit; different styles of leadership and skill development measures for rural workers. The programme was attended by a group of thirty one participants representing various trade union organizations. **Dr. Sanjay Upadhyaya** was the Course Director.

Migration and Development: Issues and Perspectives **(22-25 September, 2014)**

The programme was organised with the objective of enhancing the understanding of the linkages between migration and development. It was aimed at developing the capacities of researchers and policy makers towards explicating the emerging issues in migration, especially in terms of research and policy concerns. The programme was attended by eighteen scholars and practitioners dealing with different dimensions of migration, research and policy. **Dr. S.K. Sasikumar**, Senior Fellow and **Dr. Rakhee Timothy**, Associate Fellow were the Course Directors of this programme.

Social Security for Unorganised Workers **(07-11 October, 2014)**

This programme was conducted to sensitize the participants on the Unorganised Workers' Social Security Act. Fifty two participants attended the programme from Andhra Pradesh, Assam, Bihar, Gujarat, Haryana, Karnataka, Madhya Pradesh, Manipur, Rajasthan, Uttar Pradesh and West Bengal. 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. **Dr. Poonam S. Chauhan** was the Course Director.

Labour Market and Employment Policies **(13-17 October, 2014)**

A training programme on **Labour Market and Employment Policies** was organised by the institute for middle and senior level officials and functionaries dealing with labour market and employment issues and researchers specialising on labour market and employment studies. The specific objectives of the course were as follows: (a) provide an overview on labour and employment scenario of the world in general and India in particular; (b) acquire knowledge about different sources of data on labour and; (c) developing capacities to undertake labour market surveys and evaluation studies. The training programme was attended by fourteen participants from different parts of India. **Dr. Rakhee Timothy**, Associate Fellow, coordinated the programme.

Women Welfare Issues at Workplace **(27-31 October, 2014)**

The objectives of the programme were to address the issue of gender bias with holistic perspective, to orient participants on issues related to women workers welfare, to acquaint them with labour laws pertaining to women workers e.g. Equal Remuneration Act, Maternity Benefit Act, and Workmen's Compensation Act etc. The training programme was attended by fifteen participants. **Dr. Shashi Bala** was the Course Director for the programme.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

Gender Issues in Labour (08-26 September, 2014)

The objectives of the programme were to discuss the key concepts and approaches related to gender existing in the societies, to understand the significance of inclusive growth, to develop the capacity of the participants to help achieve gender equality, to orient the participants on affirmative policies for enhancing gender equality in the world of work, to sensitize the participants about preventing sexual harassment at the workplace and to examine the inter-linkages between gender, access to quality education and decent work perspective. The training programme was attended by fourteen participants.

Dr. Shashi Bala was the Course Director for the programme.



Leadership Development (13-31 October, 2014)

The International Training Programme on Leadership Development was organized by the institute under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs. The specific objectives of the programme were to enhance the leadership skills, styles and qualities of the delegates. The programme was attended by thirty delegates from 20 countries, such as Armenia, Bangladesh, Belarus, Bulgaria, Colombia, Ethiopia, Guatemala, Indonesia, Ivory Coast, Jordan, Lithuania, Madagascar, Myanmar, Nigeria, Oman, Palestine, South Africa, Sri Lanka, Tajikistan, Uzbekistan and Vietnam. **Dr. Poonam S. Chauhan** was the course director.



COLLABORATIVE TRAINING PROGRAMME (CTP)

Social Security for Unorganised Workers (MILS) (16-18 September, 2014)

The workshop was jointly organised by Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai and V.V. Giri National Labour Institute, Noida. The main objectives of the workshop were: i) to generate awareness among the unorganised sector activists/workers, about the various social security/welfare schemes of the Government for their socio-economic development, ii) to discuss about various social security schemes and comprehensive legislation for workers in the unorganised sector and also examine issues and challenges regarding implementation of different social security measures, and iii) to develop participants and their organisations through which they can effectively mobilize workers in the unorganised sector. The workshop was attended by thirty six participants from various trade unions and NGOs who are working in the unorganised sector from various regions of Maharashtra. The Course Directors of the workshop were **Dr. P.M. Kadukar** from LNMLMILS and **Mr. Otojit Kshetrimayum** from VVGNI, with the overall support of **Dr. Rajan Tungare**, Director, LNML-MILS.

Training Workshop on Enforcement, Rescue and Rehabilitation of Child Labour for the Enforcement Officers (TILS, Tamil Nadu) (19 September, 2014)

Training Workshop on Enforcement, Rescue and Rehabilitation of Child Labour was organized by the V. V. Giri National Labour Institute (VVGNI) in collaboration with Tamil Nadu Institute of Labour Studies (TILS). This workshop was conducted on 19th September 2014 in Coimbatore, Tamilnadu with the objective

to enhance the capacity of Enforcement Officials in all the districts in eradication of child labour; to train the enforcement officials on the enforcement procedures and techniques to be applied while implementing the labour legislations prohibiting employment of children; to identify the needs of the enforcement officers for strengthening and effective enforcement of provisions relating to child labour in all the labour laws; and to orient them on the Right of Children to Free and Compulsory Education Act, 2009 and the Protection of Children from Sexual Offences Act 2012. Fifty participants from different districts of Tamil Nadu attended the programme. **Dr. Helen R. Sekar** from VVGNI and **Dr. Ramesh Kumar** from TILS were the workshop co-ordinators.

Orientation Programme on Labour Issues (NCDS, Bhubaneswar) (27-31 October, 2014)

This programme was jointly organized by V.V.Giri National Labour Institute and Nabakrushna Choudhury Centre for Development Studies, Bhubaneswar. The aim of the programme was to provide the young students the opportunity to acquaint themselves with various labour issues and developing their understanding of these issues. The objectives of the programme were: (i) to understand the World of Work and Decent Employment; (ii) to make the participants acquainted with various Labour Issues; (iii) to discuss important issues related to labour and employment; (iv) to enable participants to contribute in their academic and professional work. The programme was attended by twenty seven Master Degree students including some MPhil, PhD scholars from Sociology, Economics, Social Work, PMIR Departments of various Universities. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

INHOUSE PROGRAMMES

Managing Work Effectively-A Behavioural Approach for Oil India Ltd. (1-5 September, 2014)

The above programme was based on the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; and (v) to inculcate skills for creative problem solving. Twenty five employees of Oil India Limited from Assam and West Bengal participated in the programme. **Dr. Poonam S. Chauhan** was the Course Director.

Managing Work Effectively-A Behavioural Approach for Oil India Ltd. (8-12 September, 2014)

The above programme was organised based on the 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. Twenty two employees from Oil India Limited, Assam, participated in the programme. **Dr. Poonam S. Chauhan** was the Course Director.

Managing Work Effectively-A Behavioural Approach for Oil India Ltd. (15-19 September, 2014)

The above programme was based on the 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. Twenty four employees from Oil India Limited, Assam participated in the programme. **Dr. Poonam S. Chauhan** was the Course Director.

Self-Development & Personal Effectiveness for Union Officers of Oil India Limited (07-11 October, 2014)

The above programme was based on the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to inculcate

skills for creative problem solving; (v) to enhance positive attitude; (vi) to orient the delegates towards motivating self and others and (vii) to acquaint them with certain labour laws. Twelve participants from Oil India Limited, Assam attended the programme. **Dr. Poonam S. Chauhan** was the Course Director.

Induction Training Programme for Welfare Administrators (WA) and Assistant Welfare Administrators (AWAs) (7-17 October, 2014)

V.V. Giri National Labour Institute organized a two weeks' Induction training programme for the above Officers of DGLW during October 07-17, 2014. The programme aimed at acquainting the participants with the following areas: constitutional framework for labour welfare; objectives and functions of labour welfare organization; roles and responsibilities of welfare administrators and assistant welfare administrators; right to information act; central civil services conduct rules, 1964; central civil services (classification, control and appeal) rules, 1965; role of effective communication in labour welfare administration; jurisdiction, powers and functions of central administrative tribunals; issues in implementation of different schemes being run under labour welfare organization; role of emotional intelligence in effective labour welfare administration and humanizing labour welfare administration etc. The programme was attended by a total number of twenty three officials comprising of both males and females. **Dr. Sanjay Upadhya**, Fellow was the programme co-ordinator.

Self-Development and Personal Effectiveness for Union Officers of Oil India Limited (27-31 October, 2014)

The above programme was based on the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; and (v) to inculcate skills for creative problem solving. The programme was attended by fifteen participants from Oil India Limited, Duliajan, Digboi, Assam. **Dr. Poonam S. Chauhan** was the Course Director.

STUDY VISIT TO VVG NLI

A study visit for the participants of the 'International Training Programme on Manpower Research' of the National Institute of Labour Economics Research and Development was organised on October 20, 2014 at VVG NLI. **Dr. Helen R. Sekar** coordinated the visit and addressed them on "Strategies for addressing Child Labour in the Developing Countries". The participants represented Afghanistan, Bhutan, Madagascar, Myanmar, Srilanka, Commonwealth of Dominica, Ethiopia, Fiji, Ghana, Kenya, Ivory Coast, Mauritius, Nepal, Nigeria, Tanzania, Vietnam and Zimbabwe.

OTHER PROFESSIONAL ENGAGEMENTS

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

- Participated in the Pt. Deendayal Upadhyay Shramev Jayate Karyakram at Vigyan Bhawan on October 16, 2014.

Professional Engagements of Faculty Members

Dr. S. K. Sasikumar, Senior Fellow

- Discussant in the Technical Session on State, Capital and Labour in the Garment and Construction Sectors in India and China, at the International Workshop on The Garment and Construction Industries in India and China : Aspects of Labour, Employment and Structural Changes organised jointly by Jawaharlal Nehru University, SOAS, University of London and ICSSR at Delhi during September 12-13, 2014.

- Presented a Paper on South Asian Migration to the Gulf in the Seminar on Regional Cooperation on Employment and Labour Issues in South Asia jointly organised by International Labour Organisation and Jawaharlal Nehru University, Delhi on September 20, 2014.

Dr. Helen R. Sekar, Senior Fellow

- Participated in Pandit Deendayal Upadhyay Shramev Jayate Karyakram, one-day Conference of State Labour and Employment Ministers and Secretaries on 16th October, 2014 at Vigyan Bhawan, New Delhi. Was the overall coordinator of the Drafting Committee of the Conference which was inaugurated by Prime Minister of India.

Dr. Sanjay Upadhyaya, Fellow

- Participated in the International Workshop on Garment and Construction Industries in India and China: Aspects of Labour, Employment and Structural Change organized jointly by Jawaharlal Nehru University and SOAS, University of London during September 12-13, 2014.
- Brought out Series No. 1 of the newly started publication of VVGnLI as Workers' Education and Empowerment Series (in Hindi) on Labour, Employment and Social Security Issues engaged by Private Security Agencies in India and suggestions to address these issues.

Dr. Ruma Ghosh, Fellow

- Participated in the International Workshop on Garment and Construction Industries in India and China: Aspects of Labour, Employment and Structural Change organized jointly by Jawaharlal Nehru University and SOAS, University of London during September 12-13, 2014.

Dr. Shashi Bala, Fellow

- Attended Workshop on Gender Budgeting held on 3rd September, 2014 at Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.
- Attended National Consultation on Safety of Work in the context of the law as a speaker for the session on a Best Practices and Challenges in the Application of the Sexual Harassment Act in the Unorganised Sector organized by Friedrich Ebert Stiftung (FES) & SNDT Women's University and Women Power Connect on 9th September, 2014 at the Ocean Pearl Retreat, Chhattarpur Mandir Road, Satbari, New Delhi.
- Attended Grant-in-aid Committee meeting on Women Labour on 10th September, 2014 at Ministry of Labour & Employment, (Child & Women Labour Division), Shram Shakti Bhawan, New Delhi.
- Attended Executive Development Programme for ITDC Executives on 11th September, 2014 in a training programme on "Women's Safety and Protection From Sexual Harassment at Work Place" in Chandragupta Hall, at Hotel Samrat, New Delhi
- Attended NSQF meeting was held on 16th October, 2014 at National Skill Development Agency, NDCC-II, Jai Singh Road, New Delhi.

Dr. Ellina Samantroy, Associate Fellow

- Participated in Pandit Deendayal Upadhyay Shramev Jayate programme, one-day Conference of State Labour and Employment Ministers and Secretaries on 16th October, 2014 at Vigyan Bhawan, New Delhi as a member of the Drafting Committee.

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