



इन्द्रधनुष Indradhanush

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FROM THE DIRECTOR GENERAL'S DESK

A Commitment to a Healthier India: Availing Nutritional Support for Women and Children

India has long grappled with the persistent issue of under nutrition, especially given its large young population. To address this challenge, the government has initiated the Integrated Child Development Services (ICDS) programme, which has been in operation since 1975. From 2005 to 2019, India achieved a gradual reduction in undernutrition levels, with stunting among children under five decreasing from 48 percent to 35 percent and the percentage of underweight children reducing from 42.5 percent to 32.1 percent (NFHS-3 & NFHS-5). Despite these advances, the numbers of malnourished children remain substantial, with around 41 million children are still experiencing stunted growth. Recognizing the importance of early childhood nutrition, the Ministry of Women and Child Development introduced the National Nutrition Mission—Poshan Abhiyaan—in 2018. This programme brought renewed focus to the first 1,000 days of a child's life, a crucial period from conception to two years of age, which had previously been overlooked.

Central to this mission, is the vast network of 1.4 million frontline Anganwadi Workers (AWW), who play a critical role in reaching over 80 million beneficiaries throughout India's 36 states and union territories. These dedicated workers provide services across various community settings, including villages and urban slums, making essential nutrition and health services accessible to even the most marginalized populations. To amplify these efforts, the government launched a public campaign known as Jan Andolan, bringing nutrition issues to the national forefront. September has been designated as National Nutrition Month (Poshan Maah), while March is celebrated as Nutrition Fortnight (Poshan Pakhwada). To aid Anganwadi Workers in monitoring and improving the nutritional status of women and children, a mobile-based application, Poshan Tracker, was introduced. This digital tool has transformed monitoring processes, replacing the time-consuming manual work required by paper records, allowing Anganwadi Workers to focus on targeted support for young children and their mothers.

The World Bank's survey in March-April 2021 showed positive outcomes in the 11 focus states. Over 80 percent of women reported receiving core nutrition messages, and 81 percent of them exclusively breastfed their infants for the first six months. Other critical behaviors, such as iron and folic acid supplementation, dietary diversity during pregnancy, and timely introduction of complementary feeding, were practiced by a majority of programme beneficiaries. As per the recent NFHS-5 (2019-21) report, the nutrition indicators for children under 5 years have improved as compared with NFHS-4 (2015-16).

Given this progress, the Government of India has initiated Mission Poshan 2.0, integrating Poshan Abhiyan, Anganwadi services scheme and Scheme for Adolescent Girls. The government's financial commitment underlines its dedication. The Union Budget for 2024-25 has allocated more than Rs 3 lakh crore for schemes benefitting women and girls. Since the launch of POSHAN Abhiyaan in 2018, Rs. 5,40,295.40 lakhs has been allocated with Rs. 3,57,277.66 lakh utilized by 2022. The total financial allocation for Mission Poshan 2.0 is ₹1,81,703 crores. For the fiscal year 2024-25, Rs. 12,554.53 crores is set aside for the Supplementary Nutrition Programme (SNP), and Rs. 535.16 crore for the Scheme for Adolescent Girls (PIB; Ministry of finance, Expenditure budget 2024).

Another impactful initiative is the Pradhan Mantri Matru Vandana Yojana (PMMVY), which offers financial assistance to pregnant and lactating women for their first living child, with the goal of reducing maternal mortality and promoting healthier pregnancies. Through PMMVY, eligible women receive cash incentives to support nutrition and healthcare during pregnancy. According to the PMMVY Annual Report (2021), over 1.75 crore beneficiaries have received financial assistance under this scheme, helping to improve maternal health outcomes and reduce cases of low birth weight among infants.



SPECIAL EVENTS

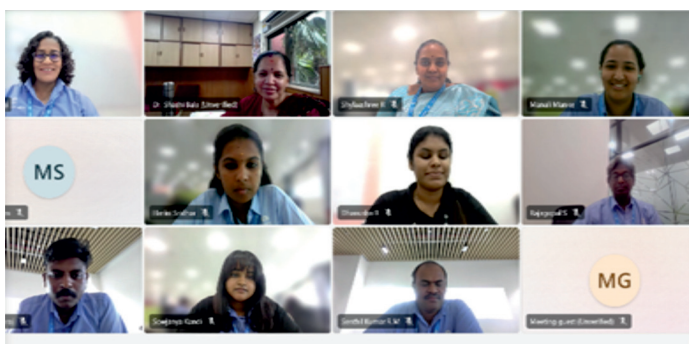
Panel Discussion on Eco Entrepreneurship and Green Jobs Opportunities for Women: The Challenges and Way Forward (October 18, 2024)

A Panel Discussion focused on 'Eco Entrepreneurship and Green Jobs Opportunities for Women: The Challenges and Way Forward' was organized in the institute. The panelists in the discussion were Dr. Ankita Raj and Ms. Rinky Arora. The event was attended by 37 participants representing University Students/ Scholars, Young Professionals, Civil Society Members and Government Officers. **Mr. P. Amitav Khuntia**, Associate Fellow coordinated and moderated the discussion.



Workshop on Prevention of Sexual Harassment of Women at the Workplace (Online) (November 25, 2024)

The V.V Giri National Labour Institute (VVGNI) organized an online Workshop on Prevention of Sexual Harassment of Women at the Workplace on November 25, 2024. The workshop aimed at discussing the legal framework for addressing sexual harassment and the strategies needed to combat sexual harassment at the workplace. The workshop was attended by ICC members of Tata Electronics Pvt. Ltd. **Dr. Shashi Bala**, Senior Fellow coordinated the workshop.



Panel discussion on Green Work and Entrepreneurship for Women of North Eastern Region (NER): The Challenges and Emerging Opportunities (November 28, 2024)

A panel discussion focused on 'Green Work and Entrepreneurship for Women of NER: The Challenges and Emerging Opportunities' was conducted on November 28, 2024 in the institute. Dr. Arvind, Director General inaugurated the session. Dr Shashi Bala, Senior Fellow, Mrs. Namami Barua and Mrs. Minushri Madhumita, Entrepreneurs joined as panelists. Dr. M. M. Rehman, former faculty joined as discussant. **Mr. P. Amitav Khuntia**, Associate Fellow coordinated and moderated the discussion.



Workshop on Prevention of Sexual Harassment of Women at the Workplace (December 12, 2024)

The V.V Giri National Labour Institute (VVGNI) organized a Workshop on Prevention of Sexual Harassment of Women at the Workplace on December 12, 2024 at Naval Headquarters, New Delhi. The workshop aimed at understanding the significance of gender sensitization and the legal framework for addressing sexual harassment at the workplace. The workshop was attended by 50 naval officers **Dr. Shashi Bala**, Senior Fellow coordinated the workshop.



Signing of Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute, Noida and Bennett University, Greater Noida (December 16, 2024)

V.V. Giri National Labour Institute (VVGNI) signed an MoU with the Bennett University on December 16, 2024 at the Bennett University, Greater Noida. The programme was attended by Dr. Arvind, DG, Dr. Sanjay Upadhyaya, Senior Fellow and Dr. Ellina Samantroy, Fellow from VVGNI. A welcome address was delivered by Prof. (Dr.) Pradeep Kulshreshtha, Dean, School of Law, Bennett University. Dr. Arvind, DG, VVGNI and Mr. Senthil Kumar, Chief Operating Officer, Bennett University delivered a special address and spoke about the relevance of the MoU and deliberated on the future collaborative initiatives in terms of research, policy, workshops and educational programmes to be undertaken under the MoU. The MoU was signed by Dr. Arvind, DG, VVGNI and Prof. (Dr.) Ajith Abraham, Vice Chancellor, Bennett University. The event was coordinated by **Dr. Ellina Samantroy**, Fellow from VVGNI and **Dr. Priyanka Chatterjee**, Assistant Professor from Bennett University. A vote of thanks was delivered by Ms. Nupur Kumari, Assistant Professor, Bennett University.



PUBLICATION

Transforming the Indian Labour Market through Women's Participation: A Policy Paper NLI Research Studies Series No. 163/2024

Women's low participation in the labour market has remained central to policy debates across the country, particularly when the country had witnessed a stark decline in the workforce rates of women since 2004 as reported by the erstwhile National Sample Surveys (NSS). Women's work participation rates (WPR) had declined by 6.7 percentage points during 2004-05 and 2017-18 which had remained a significant policy concern across the country. Though India's commitment to the global SDGs (SDG 5) reflects on the need to ensure effective participation of women in economic life the labour market challenges for women amidst high informality has remained a significant policy concern. The quinquennial rounds of the Employment and Unemployment Surveys conducted in the country by the National Sample Survey Organization (NSSO) had limitations for providing employment data on a yearly basis. However, the National Sample Survey Office (NSSO) reiterated the need to have labour force data available at regular intervals to observe the labour market trends and indicators frequently for informing policy towards improving women's participation in the workforce and also improving their quality of employment by introducing the Periodic Labour Force Survey (PLFS) in 2017. Though the PLFS reported an increase in work participation rates of women, the participation rate is still low with persisting gender gaps that can be addressed through effective policy intervention.

In this context, the present policy paper provides an overview of the trends in women's participation in the work force, their concentration in sectoral employment, status in employment and employment and work participation of women in States. It uncovers some of the challenges faced by women to participate in the labour force. It also outlines some of the developments as far as women's participation in the labour force is concerned. Despite slow progress, India has witnessed a rise in women's employment in recent years which can be attributed to several initiatives undertaken by the government. The policy brief also reflects on some of the government initiatives to boost women's engagement in the labour market and documents good practices in certain States. The paper concludes with policy recommendations for improving female labour force participation.



TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Understanding Labour Codes and Rules (November 04-08, 2024)

The programme aimed at equipping the participants with the broad scheme and key features of various labour codes. The programme was attended by 14 participants representing government officials and trade union leaders from CTUOs. Mr. Nagesh Nitla, Programme Officer was the Course Director.

Good Governance for Efficient & Effective Delivery of Welfare and Development Measures (December 16-20, 2024)

The programme aimed at strengthening the knowledge of the participants with the concept of good governance, its elements and the various welfare/development initiatives and discuss the issues and mechanisms for the efficient & effective delivery to working mass. The programme was attended by 13 officers from Kerala, Madhya Pradesh, Odisha and Tripura. Mr. P. Amitav Khuntia, Associate Fellow was the Course Director.



INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Enhancing Capacity in Preventing Sexual Harassment at Workplace (September 30-October 04, 2024)

The programme aimed at enhancing the understanding of strategies needed to combat sexual harassment in the Workplace. The programme was attended by 05 participants representing officials handling Sexual Harassment Internal Complain Committees (ICC), Officials from Administration/HR, Women Employees, and Trade Union Leaders. Dr. Shashi Bala, Senior Fellow was the Course Director.



Leadership Development Programme for Sustainable Development (November 18-20, 2024)

The programme aimed at enhancing the understanding about various aspects of human resource development and impart knowledge and skills to develop leadership skills. The programme was attended by 04 representatives from public sector and private sector undertakings. Mr. Nagesh Nitla, Programme Officer was the Course Director.

Fundamentals of Labour Laws and Labour Codes (November 25-29, 2024)

The programme aimed at providing an understanding to the participants with regard to the context, fundamentals and key features of Labour Codes. The programme was attended by 16 representatives from lower and middle level management from industry and public and private sector. Dr. Sanjay Upadhyaya, Senior Fellow was the Course Director.

Enhancing Capacity in Preventing Sexual Harassment at Workplace (December 09-13, 2024)

The programme aimed at enhancing the understanding of strategies needed to combat sexual harassment in the Workplace. The programme was attended by 05 participants representing officials handling Sexual Harassment Internal Complaint Committees (ICC),



Officials from Administration/HR, Women Employees, and Trade Union Leaders. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

New Labour Codes: Issues and Perspectives (December 16-18, 2024)

The programme aimed at equipping the participants with the broad scheme and key features of various labour codes. The programme was attended by 07 participants representing managerial personnel from public and private sectors, universities, young professionals, officers of State and Central Government including Labour Departments. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Recent Initiatives towards Codification of Labour Laws in India (October 07-11, 2024)

The programme aimed at providing an understanding and orientation to the participants with regard to the context and key features of newly enacted Labour Codes. The programme was attended by 22 representatives of trade unions, Labour Welfare Organization and State Labour Department of Govt. of Uttar Pradesh. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Training Workshop on Enhancing Employability & Entrepreneurship among Women (October 14-18, 2024)

The programme aimed at enhancing employability and entrepreneurship for women towards increasing economic activities and facilitating decent employment, inclusive growth and sustainable development. The programme was attended by 37 participants comprising university students/scholars, young professionals, civil society members and government officers. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



Orientation Programme on Social Security and Labour Codes (October 16-18, 2024)

The programme aimed at enhancing the understanding of the participants on comprehensive social security and developing new ideas for providing rights-based social security. The programme was attended by 25 representatives from trade unions, NGOs & government officials. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Capacity Building Programme on Social Security Schemes, Labour Codes and BOCW MIS Portal (October 21-22, 2024)

The programme aimed at providing practical insights to the participants with regard to the key social security schemes and initiatives such as Pradhan Mantri Shram Yogi Maan Dhan Yojana (PM-SYM), National Pension Scheme for Traders and Self-Employed Persons, Pradhan Mantri Jan Arogya Yojana – Ayushman Bharat (PMJAY) etc; Labour Codes and BOCW-MIS Portal. The programme was attended by 29 participants representing officers from various regions of Welfare Organisation (DGLW) including Welfare Commissioners, Dy. Labour Commissioners, Assistant Welfare Commissioners and Welfare Administrators. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Leadership Skills Development Programme for Organisation Development (October 23-25, 2024)

The programme aimed at enhancing the understanding of the participants on comprehensive social security and develop new ideas for providing rights-based social security. The programme was attended by 18 representatives from trade union, NGOs & government officials. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Convergence and Partnership for Addressing Labour and Development Issues (November 04-08, 2024)

The programme aimed at enriching the knowledge of the participants about the concept, importance and inevitability of convergence in the policies and programmes implementation and build synergies with government agencies, partnership with stakeholders and social partners for its effectiveness to address Labour and Development Issues. The programme was attended by 14 participants



from Government, Corporates Civil Societies & Trade Unions. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Capacity Building Programme for participants of SIRD (November 11-13, 2024)

The programme aimed at strengthening the understanding of participants on labour codes and schemes for empowerment of the agriculture workers. The programme was attended by 20 participants representing officials of State Institute of Rural Development (SIRD). **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Capacity Building Programme for Grassroots Level Unorganized Workers' Education and Organizers (November 11-13, 2024)

The programme aimed at enhancing the participants understanding and capacity to organize the workers for their effective participation in development process. The programme was attended by 28 representatives from government officials and trade union leaders from CTUOs. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Panchayati Raj Institutions and Their Role in Empowering Workers (November 18-20, 2024)

The programme aimed at providing a comprehensive understanding of the Panchayati Raj system in India, its evolution, and its significance in democratic governance. The programme was attended by 18 participants representing trade union activists, civil society activists and research/training organisations. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Orientation programme on Civil Society activists and Trade Union Functionaries (November 18-20, 2024)

The programme aimed at enhancing the participants' understanding and capacity to organize the workers for their effective participation in development process. The programme was attended by 32 representatives including government officials and trade union leaders from central trade unions. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Future of Work – Ensuring Decent Work and Social Protection for GIG workers (November 25-27, 2024)

The programme aimed at enhancing the understanding of the participants on the growing diversification of work arrangements and the transformations in the labour market due to automation and digitalization and its effect on the workers. The programme was attended by 36 participants representing Labour Department Officers and representatives of Gig Workers' Unions from different states of the country. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



Orientation Training Programme on Leadership Skill Development (November 27-29, 2024)

The programme aimed at enhancing the capacity of the workers for organization building and their effective participation in development process. The programme was attended by 20 participants representing trade union activists, civil society activists and research/training organisations. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Enhancing Capacity for Building Effective Organizations and Personality (November 27-29, 2024)

The programme aimed at enhancing the participants' understanding and capacity to organize the workers for their effective participation in development process. The programme was attended by 21 participants representing trade union activists, civil society activists and research/training organisations. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Gender and Entrepreneurship Together (December 16-20, 2024)

The programme aimed at enhancing the participants' understanding and capacity to organize the workers for their effective participation in development process. The programme was attended by 29 representatives from trade union, NGOs and government officials. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Research Methods on Gender, Poverty and Informal Economy (October 07-11, 2024)

The programme aimed at providing a structural analysis of the complex relationships between informality, gendered relations of power and poverty and also provided researchers with an enhanced understanding of qualitative and quantitative methods on gender, poverty and the informal economy. The programme was attended by 22 participants representing young teachers and researchers from universities, colleges/ research institutions and professionals from various institutions. **Dr. Dhanya MB**, Fellow was the Course Director.



Research Methods in Gender and Labour Issues (December 02-06, 2024)

The programme aimed at enhancing the understanding of young researchers to learn about various methods and approaches pertaining to research on gender and labour issues. The programme was attended by 17 participants representing academicians and researchers from universities/colleges/ research institutions and professionals in government and civil society organizations. **Dr. Ellina Samantroy**, Fellow was the Course Director.



Research Methods in Behavioural Studies (December 16-20, 2024)

The programme aimed at understanding research methods in behavioural studies. The programme was attended by 09 participants representing research scholars, young teachers at universities/colleges/ research organisations and professionals engaged in the field of labour research. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



NORTH-EASTERN STATES PROGRAMMES (NEP)

Social Security for Unorganised Workers (November 11-14, 2024)

The programme aimed at sensitizing the participants about the existing inequalities and the need for universal social security. The programme was attended by 12 representatives from trade union, NGOs & government officials from North-Eastern States. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Enhancing Employability and Entrepreneurship among Women of North Eastern States (November 25-29, 2024)

The programme aimed at enhancing employability and entrepreneurship for women towards facilitating decent employment and sustainable development in North Eastern



States. The programme was attended by 17 representatives from unions, NGOs and university students from north eastern region. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Fundamentals of Labour Codes (December 09-13, 2024)

The programme aimed at equipping the participants with the context of recent Labour reforms and labour codes. The programme was attended by 21 representatives from trade union, NGOs & government officials from North-Eastern States. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.



INTERNATIONAL TRAINING PROGRAMMES (ITP)

Innovative Leadership: Driving Change and Fostering Growth (December 02-20, 2024)

The programme aimed at providing participants with a comprehensive understanding of leadership dynamics, with a strong focus on interpersonal and communication skills. The programme was attended by 30 participants representing government officials, and representatives from employee/employer organizations especially immigration officers from Tanzania. **Dr. Dhanya MB**, Fellow was the Course Director.



CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

Capacity Building Programme on Identification, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders (October 21-24, 2024)

The programme aimed at equipping the participants with knowledge and skills for effective identification, release and immediate rehabilitation of bonded labour and child labour. The programme was attended by 21 participants representing Vigilance Committees, Police, Social Welfare Department, Child Welfare Committees and NGOs. **Dr. Manoj Jatav**, Fellow was the Course Director.



Orientation Programme on Responsible Business Practices (December 11-13, 2024)

The programme aimed at equipping the participants with skills and knowledge on various labour laws pertaining to safety and well-being of workers and to effectively prevent and address forced labour and child labour practices in the supply chains. The programme was attended by 18 representatives from the business sector, Export Councils, HR and management personnel from the industries, government officials dealing with industries and commerce, academicians and scholars of human rights and management. **Dr. Manoj Jatav**, Fellow was the Course Director.



INHOUSE TRAINING PROGRAMME

Establishments Rules, DPCs, Preparation & Maintenance of Rosters & Reservations (October 14-18, 2024)

The programme aimed at enhancing the skills of the officials involved in establishments' rules, DPCs, preparation & maintenance rosters. The programme was attended by 28 participants representing officials of the Indian Navy. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Handling of CAT Cases & RTI (October 14-18, 2024)

The programme aimed at enhancing the proficiency in managing Central Administrative Tribunal cases and Right to Information. The programme was attended by 30 participants representing officials of Indian Navy. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training of Trainers (ToT) for Navy Officials (November 18-22, 2024)

The programme aimed at providing an opportunity for the trainers to develop their basic instructional skills to enable them to make an effective contribution to their institution's training courses. The programme was attended by 34 participants representing Indian Navy Officials. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training Design & Need Analysis (November 18-22, 2024)

The programme aimed at equipping the skills of design, need analysis and systematically identify training needs for designing effective training programmes. The programme was attended by 29 participants representing Indian Navy Officials. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Leadership Development Capsule for Women Officers and Officials (December 09-13, 2024)

The programme aimed at enhancing the leadership skills of women officers & officials of Indian Navy. The programme was attended by 22 participants representing Navy Officials. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Mandatory Induction Training Programme for the JTS Officers (December 23, 2024-March 12, 2025)

The programme aimed at equipping newly recruited Central Labour Service officers with comprehensive knowledge and practical skills in labour administration, governance, and policy implementation through structured training and research-based learning. The programme was attended by 27 CLS Officials. **Dr. Sanjay Upadhyaya**, Senior Fellow and **Dr. Manoj Jatav**, Fellow were the Course Directors.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Sanjay Upadhyaya, Senior Fellow

- Addressed the group of outsourced workers (Agency Workers) of XLRI, Jamshedpur on the theme 'Empowering Support Staff: Understanding Labour Rights' on November 28, 2024 through online mode.

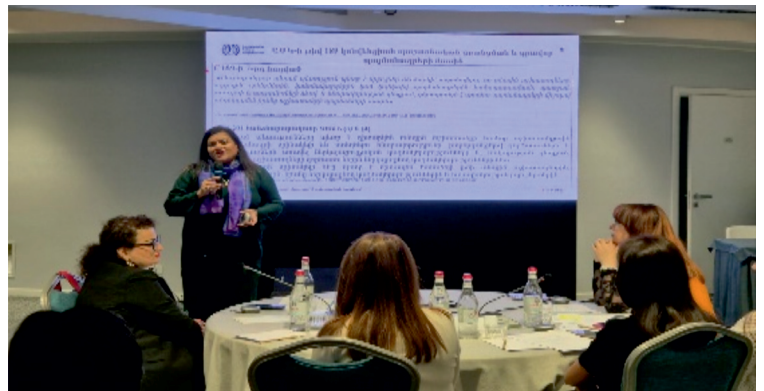
Dr. Ruma Ghosh, Senior Fellow

- Panelist in the session on 'Evolving Labour Market Dynamics: Role of Pensions' on October 01, 2024 on the occasion of NPS Diwas organised by Pension Fund Regulatory and Development Authority (PFRDA) at The Ashok, Chanakyapuri, New Delhi.
- Delivered lecture on 'Focus Group Discussion' on October 17, 2024 in the 7th Refresher Course in Research Methodology in Social Sciences (IDC) organized by UGC-MMTTC-JNU, Jawaharlal Nehru University, New Delhi.
- Attended the 'National Learning Week' on October 19, 2024 under Mission Karmayogi inaugurated by Hon'ble Prime Minister of India at Dr. Ambedkar International Centre, New Delhi.
- Attended the meeting regarding the review of VVGNNLI Training Programmes at Ministry of Labour and Employment on December 04, 2024.
- Attended the meeting as Expert, Committee to Promote Students from JRF to SRF, Dr. B. R. Ambedkar University, Delhi on December 18, 2024.

Dr. Ellina Samantroy, Fellow

- Attended a meeting with Bennett University on conducting a workshop on Labour Codes on October 3, 2024.
- Invited Speaker in a National Seminar on 'Women in the Unorganised Sector: Social Economic and Policy Perspectives,' on October 5, 2024 organized by the Centre for Women and Law, National Law University, Odisha in hybrid mode.
- Discussant in a National Seminar on Digitalisation, Democracy and Inclusive Politics in India in a symposium on Urban Daily Labour Markets in Gujarat organized by Indian Social Institute on October 5, 2024 at Indian Social Institute, New Delhi.
- Invited speaker on 'Policy and Legal Framework of Home-Based Workers' on October 7, 2024 in a seminar titled, 'Behind Closed Doors: The Invisible Women Home-Based Workers on Home Based Workers' at Jamia Millia Islamia.
- Invited speaker on 'Promoting Gender Equality at Workplace' organized by Department of Home Economics on October 23, 2024 at Institute of Home Economics, University of Delhi.
- Invited speaker in a 3-day International Workshop on Rights of Domestic Workers organised by the Confederation of Trade Unions of Armenia (CTUA) in collaboration with International Labour Organisation during November 8-10, 2024 at Yerevan, Armenia.
- Attended an online meeting on 'Review of Status of Memorandum of Understanding (MoUs) signed by M/o Labour & Employment with Foreign Governments' on December 2, 2024 organised by Ministry of Labour and Employment, New Delhi.





- Invited speaker on ‘Promoting Gender Equality at Work’ on December 12, 2024 in a National Workshop on Gender Sensitization Cells and Internal Complaint Committees of Universities organised by National Institute of Educational Planning and Administration (NIEPA) at NIEPA, New Delhi.
- Attended an online meeting with Labour Officers of Bihar on December 18, 2024 regarding MoU with Dashrath Manjhi Institute of Labour and Employment Studies, Patna, Bihar.
- Made a presentation in the RAG Meeting on Research Study Titled ‘Implementation of The Maternity Benefit Act in India’ on December 23, 2024 at VVGNI, Noida.
- Attended a meeting of Task Force on ‘Improving Female Workforce Participation in India’ on December 24, 2024 to discuss the inputs for the Final Report of Taskforce-reg. at Shram Shakti Bhawan, Ministry of Labour & Employment, New Delhi.



Dr. Dhanya M.B, Fellow

- Invited as an expert speaker on ‘India-Germany Labour Nexus: Exploring Market Dynamics in Europe’ on October 22, 2024 at the international conference on South Asia and Germany: Perspectives on Economy and Security organized by Friedrich Naumann Foundation, South Asia at Hotel Jaypee Vasant Continental, New Delhi.
- Participated in the Global launch of the Multidimensional Poverty Index by the Oxford Poverty and Human Development Initiative (online), Oxford University on November 4, 2024.
- Presentation made as a member of the Task Force meeting to study the rise of automation and emerging jobs in the future of work on November 11, 2024 under the Chairpersonship of the Secretary, Ministry of Labour & Employment, at Sabhaghar, Shram Shakti Bhawan, New Delhi.
- Panel speaker in the Webinar on ‘India-Germany labour market & Migration Dynamics’ on December 13, 2024 organised by Friedrich Naumann Foundation, South Asia.
- Panel speaker at the ‘Open House Discussion on the Rights of Gig Workers’ on December 17, 2024 organized by the National Human Rights Commission (NHRC) at Manav Adhikar Bhawan, INA, Delhi.
- Published an article titled ‘BRICS and the Gig Economy: A Focus on India’s Platform Employment’ in the journal Social and Labor Research, published by the All-Russian Research Institute of Labor, Russia

Dr. Otojit Kshetrimayum, Fellow

- Delivered an invited talk on 'Navigating Youth Aspirations & The Future of Work' on November 18, 2024 organised by the North East Society, Indraprastha College for Women, University of Delhi.
- Delivered sessions on 'Labour Market Analysis: Research Methodologies' and 'Labour Market Policies and their Effectiveness' on December 11, 2024 in the Training Programme for State Employment Service Officers on 'NCS Portal & MCC Management' organised by National Institute for career service (NICS).
- Delivered combined sessions on 'Labour Market Analysis: Research Methodologies' and 'Labour Market Policies and their Effectiveness' on December 19, 2024 in the Training Programme for State Employment Service Officers on 'NCS Portal & MCC Management' organised by National Institute for career service (NICS).
- Awarded the Certificate for successfully completing the Training Programme on 'MOOC on Human Rights Due Diligence for Decent Work' organised by ITC-ILO from September 30 to October 11, 2024.
- Awarded the Certificate for successfully completing the E-Module on 'Business and Decent Work: An Introduction to the MNE Declaration' on December 07, 2024 organised by ITC-ILO.



Shri Amitav Khuntia, Associate Fellow

- Participated in the Meeting to discuss the Possibilities of leveraging full potential of e-Shram 'One-Stop-Solution' (Lunched on 21.10.2024) in the Ministry of Labour and Employment on October 23, 2024 chaired by Mr. Amit Nirmal (DDGE).
- Delivered Session on 'Skill Development for Youth Employability and Entrepreneurship' on October 23, 2024 in the Online Integrated Induction Training conducted by NICS, Noida.

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एक कदम स्वच्छता की ओर

“स्वच्छ भारत अभियान”

“MISSION SWACHH BHARAT”

It does not require money to be neat, clean and dignified.

Let us join hands to make Mission Swachh Bharat an iconic achievement through Jan Bhagidari