



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

The Fourth Industrial Revolution & its Likely Impact

The world has been witnessing a technological revolution that could fundamentally alter the way we live and work. It is the onset of the Fourth Industrial Revolution, also called the 4 IR or Industry 4.0.

The advent of the steam engine in the 18th century led to the onset of the first industrial revolution, mechanizing the production processes for the first time using water and steam power. In the second industrial revolution, electricity and other scientific advancements led to mass production. A third industrial revolution saw the emergence of Electronics and Information Technology leading to automation of production processes and Services sector of the economy. Now the Fourth Industrial Revolution, building on the Third, has been occurring characterized by a fusion of technologies that is blurring the lines between the physical, digital, and biological spheres. Though, each revolution brings systemic implications, what could be different with the 4 IR is the extensiveness of its impact on our lives and livelihoods and probably on our identities itself.

The Levers that would drive the Fourth IR are the Artificial intelligence (AI), the Blockchain, Virtual Reality (VR), Robotics, Internet of Things (IoT), Internet of Systems, Advanced Computational Techniques, 3-D Printing, Manufacturing of innovative materials and so on. As smart technologies get deployed in factories and workplaces, connected machines can interact, visualize the entire production chain and make decisions autonomously. Likewise, the innovative materials - plastics, metal alloys, biomaterials, etc. can have the potential to shake up manufacturing, renewable energy, construction, and healthcare sectors. Due to the velocity, scale, scope and systems impact of the changes of the 4 IR, it is being considered a distinct era which can impact almost every industry throughout the globe and create massive change in a non-linear way at an unprecedented speed.

As these technologies advance and change, they also transform customers' expectations and experience. With technology enabling businesses to offer greater personalization and more value for money, businesses tend to become more competitive impacting their bottomlines. Contextualized engagement based on earlier interactions and tailored engagement based on past interactions with customers become very important for the businesses to win back the customers.

Indeed, one of the greatest promises of the 4 IR would be its potential to improve the quality of life for the world's population and raise income levels. The technologies of the 4 IR could also help in managing natural disasters and handling climate change better and even undoing some of the damage wrought by previous industrial revolutions. In future, technological innovations could also lead to a supply-side miracle with long-term gains in efficiency and productivity viz. drop in transportation and communication costs, improving efficiency/ effectiveness of logistics, domestic and global supply chains, opening of new markets driving economic growth, etc., thus creating a healthy environment for better lives and livelihoods.



SPECIAL EVENTS

Regional consultation on Female Labour Force Participation in India Gujarat National Law University, Gandhinagar, Gujarat (January 4, 2020)

The National Commission for Women (NCW) in collaboration with the V.V.Giri National Labour Institute is organizing five regional consultations on Female Labour Force Participation. The consultations will deliberate upon the following themes: (i) key concerns related to female labour force participation in India; (ii) impact of existing legislations on women workers and; (iii) impact of child protection policies on FLFP and policy perspectives for addressing declining FLFP. The first regional consultation was organized in collaboration with the Gujarat National Law University (GNLU), Gandhinagar on January 4, 2020 at GNLU Campus, Gandhinagar. The consultation was inaugurated by **Dr. Rajulben L. Desai**, Member, NCW, Delhi. The inaugural session was chaired by **Dr. S Santhakumar**, Director, GNLU and the special guest for the occasion was **Smt. Lilaben Ankolia**, Chairperson, Gujarat State Commission for Women. The programme was attended by twenty one participants representing the government, NCW, VVG NLI, UNICEF, scholars from universities and research institutions, legal experts, representatives from state commission for women, faculty and students from GNLU and members from the civil society organizations. **Dr. Ellina Samantroy**, Fellow VVG NLI was a panelist in the consultation and also coordinated the event along with the NCW, New Delhi.



Orientation Workshop on Code on Wages and Identifying Implementation Action Plan Bhubaneswar, Odisha (10th January 2020)

The Institute along with State Labour Institute, Odisha & Labour Directorate, Odisha conducted a one day 'Orientation Workshop on Code on Wages and Identifying Implementation Action Plan' on January 10, 2020 at Bhubaneswar, Odisha. The major objective of the workshop was to orient the participants about the salient features of the Code on Wages, 2019 and its implications for employees and businesses, discuss Minimum Wage System of Odisha and identify constraints and challenges in the context of Wage Code. The workshop was participated by thirty-five participants comprising of members of the state minimum wage advisory boards and senior and middle level officials of the State Labour Department. The workshop was inaugurated by **Shri Subash Singh**, Chairperson, Odisha Building and Other Construction Workers' Welfare Board. The workshop was co-ordinated by **Dr. Anoop Satpathy**, Fellow, V. V. Giri National Labour Institute.



Regional Consultation on Female Labour Force Participation in India National Law School of India University, Bengaluru (January 18, 2020)

The second regional consultation by National Commission for Women (NCW) and V.V. Giri National Labour Institute was organized in collaboration with the Centre for Women and Law, National Law School of India University on January 18, 2020. The consultation was inaugurated by **Ms. Rekha Sharma**, Chairperson, NCW, Delhi. The inaugural session was chaired by **Prof (Dr.) Sarasu Esther Thomas**, Registrar, NLSIU and the special guest for the occasion was **Ms. Shyamala S. Kundar**, Member, National Commission for Women. The Panelists were **Ms. Subhalakshmi Nandi**, International Centre for Research on Women, **Prof. Saraswati Raju**, Former Professor, CSRD, JNU, New Delhi, **Dr. Ellina Samantroy**, Fellow, VVG NLI, **Dr. Manjunath**, Additional Labour Commission, **Ms. Aya Matsura**, Gender Specialist, ILO, **Dr. Kannegi Pakianathan (IAS)**, Chairperson, Tamil Nadu State Commission for Women, **Prof Babu Mathew**, NLSIU, Bangalore, **Dr. Ranjit Prakash**, ILO, New Delhi and **Shri Sony Kutty George**, UNICEF Child Protection Specialist for Karnataka, Telangana and Andhra Pradesh.



The programme was attended by thirty eight participants representing the government, particularly from the NCW and the VVG NLI, UNICEF, scholars from universities and research institutions, legal experts, representatives from state commission for women, faculty and students from NLSIU and members from the civil society organizations. **Dr Ellina Samantroy, Fellow VVG NLI** co-ordinated the event along with the NCW, New Delhi.

स्वदेशी मेला 2020, बलिया, उत्तर प्रदेश (जनवरी 26 – फरवरी 03, 2020)

वी.वी. गिरि राष्ट्रीय श्रम संस्थान ने स्वदेशी जागरण मंच द्वारा बलिया, उत्तर प्रदेश में आयोजित स्वदेशी मेला 2020 में भाग लिया। इस मेला में जनवरी 26 – फरवरी 03, 2020 के दौरान संस्थान के सभी कार्यकलापों यथा अनुसंधान, प्रशिक्षण एवं शिक्षा, प्रकाशन के साथ श्रम एवं रोजगार मंत्रालय, भारत सरकार की प्रमुख पहलों को प्रदर्शित किया गया। विभिन्न स्कूलों, महाविद्यालयों, विश्वविद्यालयों के लगभग 30,000 छात्रों, शिक्षकों/धोफेसों तथा आम जनता संस्थान के स्टॉल पर आए एवं जानकारी प्राप्त किया। श्रम एवं रोजगार मंत्रालय, भारत सरकार की विभिन्न कल्याणकारी योजनाओं तथा पहलों से लोगों को अवगत कराया गया। साथ ही बहुत सारे युवाओं को नेशनल करियर सर्विस (एनसीएस) पोर्टल के बारे में बताया गया। माननीय श्री स्वामी प्रसाद मौर्य, श्रम, रोजगार एवं सेवायोजन मंत्री, उत्तर प्रदेश सरकार सहित कई सांसदों, विधायकों एवं अनेक गणमान्य व्यक्ति वीवीजीएनएलआई के स्टॉल पर आए तथा संस्थान के प्रयासों की सराहना की। इस कार्य के लिए वी.वी. गिरि राष्ट्रीय श्रम संस्थान को प्रमाण पत्र के साथ-साथ मेडल भी प्राप्त हुआ।



वीवीजीएनएलआई के स्टॉल पर आए तथा संस्थान के प्रयासों की सराहना की। इस कार्य के लिए वी.वी. गिरि राष्ट्रीय श्रम संस्थान को प्रमाण पत्र के साथ-साथ मेडल भी प्राप्त हुआ।

Regional Consultation on Female Labour Force Participation in India National Law University and Judicial Academy, Guwahati, Assam (February 6, 2020)

The third regional consultation by National Commission for Women (NCW) and V.V. Giri National Labour Institute was organised in collaboration with the National Law University & Judicial Academy on February 6, 2020 at Guwahati Assam. The consultation was inaugurated by **Dr. J.S. Patil**, Vice Chancellor, NLU&JA, Assam. **Ms. Soso Shaiza**, Member, National Commission for Women, delivered a special address at the Consultation. The programme was attended by forty seven participants representing the government particularly from the NCW, VVG NLI, State Commission for Women and the Central Government Standing Counsel. Representatives from UNICEF, UNDP, scholars from universities and research institutions, legal experts, faculty and students from NLU&JA also attended the consultation. **Dr. Dhanya M.B**, Associate Fellow, VVG NLI represented VVG NLI as a panelist. **Dr. Ellina Samantroy**, Fellow VVG NLI co-ordinated the event along with the NCW, New Delhi.



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Rise in Uttar Pradesh, 2020 (February, 14-16, 2020)

V.V. Giri National Labour Institute bagged the 1st Runner up (Second Best Stall) award in the event 'Rise in Uttar Pradesh' 2020 at HRIT Group of Institutions, Ghaziabad during February 14-16, 2020 organized by TARMEH Events. About 40 Central Government Ministries, National Institutes and PSUs participated in this event. **Shri Santosh Kumar Gangwar**, Hon'ble Minister of Labour and Employment, GOI inaugurated the event and visited VVG NLI stall with **Dr. Anil Kumar Aggarwal**, Hon'ble MP, Rajya Sabha, **Ms. Asha Sharma**, Mayor Ghaziabad. During the three days event, visitors were made aware of the activities of the Institute as well as awareness and sensitization on the major initiatives of the Ministry of Labour and Employment, such as: PENCIL Portal, National Career Service Portal, Santust Portal, PMRPY, Maternity Benefit, Pradhan Mantri Shram Yogi Mandhan (PM-SYM), Initiatives of ESI and EPF and also other central government initiatives like Child Line, DDU-GKY, PMKVY, MUDRA Yojana, Startup India and Stand up India, PM Kissan Samman Nidhi Yojana. About 15,000 students from schools, colleges, universities and teachers /professors, employees, workers, general public visited the event. **Dr. Mahendra Nath Pandey**, Hon'ble Minister of Skill Development & Entrepreneurship, **Dr. Jitendra Singh**, Hon'ble



Union Minister of State (In- Charge) for Development of North Eastern Region, and MoS PMO, General **V.K.Singh** (Retd), Hon'ble Minister for Road Transport and Highways, **Shri Anurag Singh Thakur**, Hon'ble Minister of State for Finance and Corporate Affairs visited the event and also VVG NLI stall on different days and appreciated the initiatives. **Dr. H.Srinivas**, DG, VVG NLI, **Mr. V.K. Sharma**, AAO and **Mr. Sreenivas Verma**, ALIO, **Ms. Vernica Dwivedi**, **Ms. Jayanti Negi**, **Mr. Rahul Joshi**, **Ms. Ashi Parveen** all young professionals of National Institute of Career Service, **Mr. Rajiv Shukla**, Safety Specialist were present on different days. **Mr. P. Amitav Khuntia**, Associate Fellow was the Event Director and managed the three days activities along with **Mr. Rajesh Karn** of VVG NLI.

Workshop on Startups and Young Entrepreneurs: Opportunities and Challenges

(February 28, 2020)

V.V. Giri National Labour Institute, NOIDA organized a half day Workshop on 'Startups and Young Entrepreneurs: Opportunities and Challenges' on 28th February 2020 at the Institute in order to initiate a dialogue among all concerned stakeholders regarding the challenges and opportunities for startups and its role in tackling the growing youth unemployment. The workshop disseminated the findings of the research study on startups titled 'Promoting Youth Employment & Entrepreneurship: A Study with Special focus on Startups. **Ms. A Srijia**, Economic Adviser, Department of Economic Affairs, Ministry of Finance, GoI delivered special address on this occasion. **Dr. S.K Sasikumar**, Senior fellow, VVG NLI, welcomed the participants and delivered introductory remarks of the session.

Dr. Dhanya M.B, Associate Fellow, VVG NLI, set the context and objectives of the workshop. The experts' panel sessions were delivered by **Ms. Radha R Ashrit**, Statistical Adviser, Department of Bio-technology, Ministry of Science & Technology, GoI; **Ms. Shivangi Jain**, Startups India; **Prof. M S Farooqui**, Director, AUD Centre for incubation, innovation and entrepreneurship, Ambedkar University Delhi; **Shri V.K Mishra**, Senior Member, Managing Committee, PhD Chamber of Commerce and Industry; **Dr. Malika Basu**, Proprietor- Development initiative for Change (Di4C). Renowned experts in the area of labour and employment studies and officials of different ministries and academia attended the discussion. The programme was attended by forty three participants. **Dr. Dhanya MB**, Associate Fellow, coordinated the workshop.

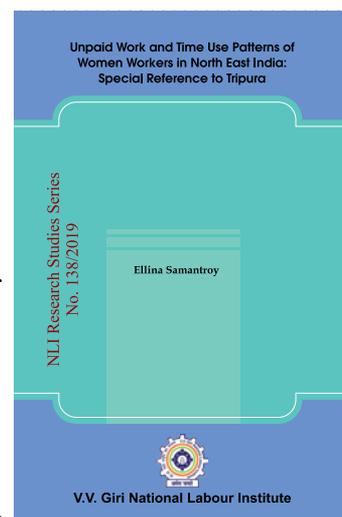


PUBLICATION

Unpaid Work and Time Use Patterns of Women Workers in North East India: Special Reference to Tripura

NLI Research Studies Series No. 138/2019

The World Employment and Social Outlook Report of the International Labour Organization 2017 reflected on a gender gap in labour market participation of women with exceeding a gap of 50 percentage points in the South Asian region. Women workers participation in the South Asian region is the lowest i.e., below 30 percentage points, compared to the global average of 49 percent. Within the South Asian context, India has witnessed a decline in the female labour market participation from 34.1 per cent in 1999-00 to 27.2 per cent in 2011-12 as per the National Sample Survey Organization. The Sustainable Development goals 2015 recognized the centrality of women empowerment and gender equality to the elimination of poverty and hunger and the achievement of truly sustainable development. It is recognized that women's participation in unpaid work has been an obstacle for their participation in paid employment. In India the labour force participation of females has been abysmally low with the engagement in household and related activities being one of the prominent reasons. The north eastern region is no exception. However, in States like Tripura, though there is an increase in female labour force participation, there has been a corresponding increase in domestic duties participation which is disturbing and demands thorough probing on the nature of employment and employment protection in the region. In this context, the present study tries to analyze the trends of female labour force participation in rural and urban Tripura residing in hills and plains. It also explores the inter-linkages between education and labour market participation of women, and tries to understand women's unpaid work with a focus on capturing the time distribution patterns of women in their engagement in unpaid work.



TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Effective Labour Law Enforcement in the Unorganized Sector

(February 10-14, 2020)

The key objectives of the programme were to: (i) understand fundamentals of labour laws and contemporary industrial relations issues; (ii) have knowledge of substantive as well as procedural contents of different labour laws; (iii) help the participants to acquire sharper understanding of the enforcement process in unorganized sector. The programme was attended by thirty three participants representing Central Labour Service, organization of the Chief Labour Commissioner and various State Labour Departments. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Technology, New Forms of Employment and Future of Work

(February 17-20, 2020)

The specific objectives of the programme were to: (i) trace the technological changes and its impacts and implications for work and work relations; (ii) examine the characteristics and processes of new forms of employment; (iii) understand the contours of the future of work; (iv) identify policy trajectories to respond to the changing forms of work and work relations. The programme was attended by twenty eight researchers and practitioners from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Domestic Enquiry: Principles and Practice

(January 13-17, 2020)

The specific objectives of the programme were to: (i) identify factors affecting discipline in industry; (ii) ways and means to prevent indiscipline, (iii) understand implications of the principles of natural justice; (iv) unravel the procedural tangles of domestic enquiry, and develop insight into the role of Enquiry Officers/Presenting Officers/Workers' Representatives during the course of enquiry. The programme was attended by ten participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

Gender, Labour and Organization Culture

(January 20-23, 2020)

The specific objectives of the programme were to: (i) provide an understanding of gender concepts and develop a conceptual overview of gender and work; (ii) provide an orientation on organizational culture and gender issues; (iii) understand issues of gender and inclusion in changing organizational set up; (iv) promote gender capacity development initiatives and knowledge among the participants for mainstreaming gender in organizational settings; The programme was attended by six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Managing Human Resources Effectively

(February 03-07, 2020)

The major objectives of the programme were to: (i) understand the dynamics of work environment; (ii) discuss various aspects of human resources management and human capital development; (iii) acquaint with the various policies and programmes; (iv) refresh the participants' legal understanding with recent laws and amendments; and enable the participants to redefine their role and contribute significantly for the organization. Senior Managerial and Administrative personnel from NTPC, Delhi Metro Rail Corporation, Hindustan Aeronautic Ltd., Indian Navy etc. participated in programme. **Mr. P. AmitavKhuntia**, Associate Fellow was the Course Director.

Industrial Relations and Trade Unionism in a Changing World of Work

(February 24-27, 2020)

The specific objectives of the programme were to: (i) understand and analyse the major components of globalisation that affect employment relations; (ii) examine and respond to the emerging issues and challenges in industrial relations and trade unionism in a globalising economy; (iii) learn and share experiences on new forms of labour management practices. The programme was attended by thirty eight participants representing large public and private sector enterprises in India. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Orientation Programme on Labour Issues (January 02, 2020)

An Orientation Programme on labour issues for students from the Department of Law, North Eastern Hill University, Shillong was organised on January 2, 2020. Its objective was to familiarize young students with various labour issues and their capacities to contribute in their academic and professional pursuits. Dr. Anoop Satpathy, Fellow and Dr. Otojit Kshetrimayum, Fellow were the panelists of the orientation programme. Forty students participated in the programme. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Enhancing Leadership Skills: Agricultural Workers (January 27-31, 2020)

The specific objectives of the programme were to: (i) impart knowledge and information about rural labour market in general and status of workers in particular; (ii) enhance inter-personal communication, leadership skills and team building; (iii) discuss the legal protections in various labour legislations. The training programme was attended by thirty eight participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Social Protection and Livelihood Security (February 17-21, 2020)

The objectives of the programme were to (i) acquaint participants with concepts of social protection; (ii) familiarize participants with the social protection programmes and micro level experiments in the country; (iii) understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood; (iv) discuss the role of government, trade unions and community leaders for initiating rural livelihood protection programmes. The programme was attended by forty seven participants from government and representatives of central trade unions. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Research Methods in Labour Studies (January 13-24, 2020)

The specific objectives of the programme were to: (i) understand concepts, theories in labour studies; (ii) to understand emerging labour issues and challenges; (iii) strengthen knowledge of various methods used for labour research and data sources on labour; (iv) enable participants to apply these methods in their research work on the different aspects of labour. The programme was attended by twenty one participants comprising of research scholars, teachers and professionals from various universities/colleges/research institutions engaged in the field of labour research. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.



Course on Research Methods in Gender Issues in Labour (February 03-14, 2020)

The specific objectives of the programme were to: (i) understand theoretical perspectives on gender and labour research across various disciplines; (ii) understand the various feminist methodologies and approaches in gender research; (iii) identifying emerging issues in gender and labour research in social sciences; (iv) introducing various qualitative and quantitative techniques in gender issues in labour research; and make the participants familiar with recent statistical packages used in social science research. The programme was attended by nineteen participants representing research scholars from Universities/Colleges. **Dr. Ellina Samantroy**, Fellow was the Course Director.



Research Methods in Gender Equity and Inclusion (February 24-28, 2020)

The specific objectives of the programme were to: (i) discuss the key concepts and approaches related to gender; (ii) understand the significance of gender budgeting; (iv) orient the participants on affirmative policies for enhancing gender equality in the world of work; and address the issues pertaining to gender based violence. The training programme was attended by forty six participants. **Dr. Shashi Bala**, Fellow was the Course Director.



CHILD LABOUR PROGRAMME (CLP)

Identification, Rescue, Release, and Rehabilitation of Child Labour and Bonded Labour (January 28-30, 2020)

The specific objectives of the training programme were to: (i) enhance the understanding of the participants about the procedures, stakeholders, roles and responsibilities; (ii) develop skills for resource mobilization and to highlight the importance of convergence of efforts and services for rehabilitation and Reintegration; (iii) develop understanding on the legal provisions related to repatriation and rehabilitation of child labour; (iv) equip the participants to contribute towards implementation of various child labour projects. The programme was attended by forty nine participants including Officials of line Departments of the State Governments, Chairpersons and Members of Child Welfare Committees, Coordinators and Team Members of Child-Line, Civil Society Organizations, Social Workers, Programme Managers, Project Directors and Field Officers of NCLP from 10 States spread over 19 Districts. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI was the Course Director.

INTERNATIONAL TRAINING PROGRAMME (ITP)

Health Security and Protection of Workers (February 10-28, 2020)

The above training programme was conducted under the auspices of the ITEC/SCAPP scheme of the Ministry of External Affairs. The main objectives of the programme were: (i) to identify the growing occupational health and safety risks of workers due to informalisation of work; (ii) to understand the issue of health protection and promotion at workplace; (iii) to understand the need for universal maternity benefits to include women in the workforce; and (iv) to understand the need for health insurance of workers in order to meet their health related insecurities. The programme was attended by thirty participants from twenty countries namely; Afghanistan, Bangladesh, Bhutan, Botswana, Egypt, Ethiopia, Ghana, Guatemala, Honduras, Iraq, Kazakhstan, Kenya, Maldives, Mauritius, Sri Lanka, St. Kitts, Syria, Tajikistan, Tunisia, Zambia. **Dr. Ruma Ghosh**, Fellow was the Course Director.



NORTH-EASTERN STATES PROGRAMME (NEP)

Understanding Labour Market and Employment Opportunities (February 10-14, 2020)

This training programme was jointly organised by V. V. Giri National Labour Institute and National Institute for Career Services for representatives of trade unions and NGOs from North Eastern states. The objective of the programme was to make the participants aware of the labour market trends, employment and entrepreneurship opportunities and the important role being played by National Career Service project. The programme was attended by twenty one participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Research Methods in Labour Studies (December 30-January 03, 2020)

This training programme was conducted by V.V. Giri National Labour Institute in collaboration with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML-MILS) Mumbai. The specific objectives of the programme were: (i) provide an overview of the labour and employment scenario in India; (ii) to equip participants with the understanding and applicability of various quantitative and qualitative research methods and techniques; (iii) to understand analysis and interpretation of data; (iv) to familiarise participants with major statistical packages for data analysis and develop capacities to undertake labour research by using quantitative and qualitative research methods and techniques. Twenty three teachers and researchers from Universities/Colleges/ Research Institutions participated in the programme. The training programme was inaugurated by **Shri V.S. Deshpande**, Director, LNML-MILS, **Dr. Ruma Ghosh**, Fellow, VVGNI and **Dr. P.M. Kadukar**, Faculty Member, LNML-MILS, Mumbai jointly coordinated the training programme.



A Research Methodology Course on 'Inclusion of Labour in Rural India' (January 06-10-2020)

The V.V. Giri National Labour Institute in collaboration with Centre for Study of Social Exclusion and Inclusive Policy, Gandhigram Rural Institute (Deemed to be University), Tamil Nadu organized a Research Methodology Course on Inclusion of Labour in Rural India. The specific objectives of the course were to: (i) understand the concept of inclusion in India; and discuss recent labour market trends in India; (ii) discuss financial inclusion theories in Indian context; (iii) analyse various dimensions of labour supply and demand, which interact to determine wages, employment and unemployment; (iv) develop the understanding of Social Security in labour market. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow, VVGNI and **Dr. A. Mani**, Asst. Professor & Coordinator, CSSEIP, GRI were the Course Directors.



Social Protection and Livelihood Security (January 7-11, 2020)

A training workshop on Social Protection and Livelihood Security was jointly organised by V.V. Giri National Labour Institute in collaboration with University College of Social Sciences & Humanities, Mohanlal Sukhadia University, Udaipur. The aim of the workshop was to familiarize the participants with the social protection and livelihood programmes and to develop techniques and strategies for initiating micro-level livelihood and employment programmes. The workshop was inaugurated by **Mrs. Binita Thakur**, IPS IG, Udaipur Division as Chief Guest; **Prof. S.S. Sarangdevot**, Vice Chancellor, JRNRV University as Guest of Honour; and **Prof. N.S. Rathore**, Vice Chancellor, MLSU, Udaipur as the President. The programme was attended by sixty faculties, research scholars, MA and BA students. **Prof. Sadhana Kothari**, Dean, UCSSH-MLSU, Udaipur; **Dr. Bhanwar V.R. Singh**, Assistant Professor-MLSU and **Dr. Otojit Kshetrimayum**, Fellow-VVGNI were the Course Directors of the workshop.



Orientation Programme on Labour & Employment Relations for the Indian Forest Service Officers (January 17, 2020)

This programme was conducted at the Indira Gandhi National Forest Academy, Dehradun on January 17, 2020. The basic objectives of the programme were to: (i) provide an overview of the labour policies within the public policy framework in India; (ii) examine the salient features of labour law reforms in India; (iii) obtain insights on managing trade unions; (iv) situate labour-management relations in the context of future of work and work relations. The programme was attended by forty five Indian Forest Service Officers. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



Labour Laws and Labour Reforms in India: Perspectives and Challenges (January 22-24, 2020)

The training programme was conducted in collaboration with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies LNML-MILS), Mumbai. The programme aimed at equipping the participants with the context of labour legislation, key features of select labour laws and recent initiatives in the area of labour law reforms. The objectives of the programme were to: (i) acquire the knowledge of substantive as well as procedural contents of industrial relations laws; (ii) develop an insight into the wage laws; (iii) gather an understanding of the law relating to contract labour and migrant workers. The programme was attended by twenty eight participants representing trade unions and NGOs from Maharashtra.

Dr. Sanjay Upadhyaya, Senior Fellow, VVGNI, NOIDA and **Dr PM Kadukar**, Assistant Professor, LNML-MILS, Mumbai were the Course Directors.



Gender and Labour Issues (February 25-27, 2020)

This training was conducted in collaboration with Gujarat Institute of Development Research, Ahmedabad organized this training programme. The specific objectives of the programme were to: (i) develop a conceptual overview of gender and work; (ii) address the various inequalities prevalent in the work of work; (iii) sensitize the participants about various discriminatory practices prevalent in the world of work; (iv) create awareness about gender and development issues related to work; education, health, violence, developmental policies and programmes, legislative measures etc. and enhance their capacity to understand, analyses and utilize gender dimensions in development process. The training programme was attended by thirty participants. **Dr. Ellina Samantroy**, Fellow, VVGNI and **Dr. Jharna Pathak**, Assistant Professor, GIDR, were the Course Directors.



IN-HOUSE TRAINING PROGRAMMES (IHP)

Training Programme on Personal and Managerial Excellence for NFL (January 06-10, 2020)

The specific objectives of the programme were to: (i) develop emotional intelligence; (ii) develop leadership skills and communication skills; (iii) develop strategic thinking and ethical decision making; (iv) develop goal setting and action planning; team spirit; and a holistic approach to life. The training programme was attended by thirty five participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel (January 13-17, 2020)

The specific objectives of the programme were to: (i) enhance effective leadership skills and interpersonal skills; (ii) impart skills for stress management, consensus building; self-motivation; personal effectiveness and work ethics

(iii) develop the skill for positive attitude. The training programme was attended by twenty seven participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel (January 20-24, 2020)

The specific objectives of the programme were to: (i) enhance effective leadership skills and interpersonal skill; (ii) acquaint with concept of emotional intelligence and consensus building; (iii) inculcate the skills for creative problem solving. The training programme was attended by twenty four participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel (February 03-07, 2020)

The specific objectives of the programme were to: (i) enhance effective leadership skills, Interpersonal skills; (ii) acquaint with concept of emotional intelligence and consensus building; (iii) inculcate the skills for creative problem solving. The training programme was attended by twenty six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Leadership Development for Union Representative THDC, Rishikesh (February 05-08, 2020)

The specific objectives of the programme were to: (i) enhance leadership skills; (ii) develop emotional Intelligence, communication skills, team spirit; (iii) motivate the workers for better performance. The training programme was attended by twenty six participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel (February 17-21, 2020)

The specific objectives of the programme were to: (i) enhance effective leadership skills, interpersonal skills; (ii) impart how to manage stress; (iii) strengthen consensus building, skills for self-motivation, personal effectiveness and work ethics; (iv) develop the skill for positive attitude. The training programme was attended by twenty eight participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel (February 24-28, 2020)

The specific objectives of the programme were to: (i) enhance effective leadership skills, interpersonal skills; (ii) impart how to manage stress, consensus building; (iii) inculcate the skills for self-motivation; personal effectiveness and work ethics; (iv) develop the skill for positive attitude. The training programme was attended by thirty participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Chaired the meeting of the 'Standing Committee on Education, Training and Orientation' to finalize the Training Calendar of the Institute for the year 2020-21 held on January 2, 2020 at VVGnLI, NOIDA
- Attended the Panel Discussion on the topic 'Role of Financial Inclusion in enabling decision making by women' in a Seminar on 'Women's Participation in Decision Making' organized by National Commission for Women on January 6, 2020 at Panjab University, Chandigarh
- Attended the meeting for making arrangements for 'ILO Centenary Celebration Event' scheduled on 22.01.2020 held under the Chairmanship of Secretary (L&E) on January 7, 2020 at Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi
- Participated in the 'ILO Centenary Celebration Event' held on January 22, 2020 at Dr. Ambedkar International Centre, New Delhi .
- Attended the Tripartite Review meeting on Completion of two years of the Implementation of Decent Work Country Programme (DWCP) 2018-22 and planning for the biennium 2020-21 on January 23, 2020 at VVGnLI, NOIDA
- नगर राजभाषा कार्यान्वयन समिति, नोएडा की 39वीं बैठक राष्ट्रीय मध्यम अवधि मौसम पूर्वानुमान केंद्र, संस्थागत क्षेत्र, सैक्टर-62, नोएडा में 29 जनवरी, 2020 को हुई। इसमें वर्ष 2018-19 के दौरान राजभाषा हिन्दी का काम उत्कृष्ट रूप से निष्पादित करने के फलस्वरूप वी. वी. गिरि राष्ट्रीय श्रम संस्थान को प्रोत्साहन पुरस्कार से सम्मानित किया गया और विगत वर्षों में राजभाषा हिन्दी के प्रचार प्रसार में सक्रिय एवं उल्लेखनीय सहयोग प्रदान के लिए राजभाषारत्न-2019 शील्ड से भी सम्मानित किया गया।
- Participated in the meeting and made presentation on 'Training and Capacity Building Programmes Related to Social Safeguards and Standards' on January 29, 2020 organized by the World Bank at Delhi.

- Participated in the National Consultation on 'Moving towards Generational Equality: Realizing Women's Rights for an Equal future' as a panelist on the session themed 'Recognizing women's role as economic agents in Unorganized Sector: Special emphasis on Agriculture' on January 31, 2020 organized by National Commission for Women at Jasola Institutional Area, Delhi
- Chaired the Research Advisory Group meeting of the Centre for Gender and Labour Studies & the Presentation of the two research studies namely 'Implementation of The Equal Remuneration Act, 1976' & 'Impact on Employment of the Maternity Benefit (Amendment) Act, 2017: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act' by Dr. Shashi Bala, Fellow on February 6, 2020 at VVG NLI, NOIDA
- Attended the Round table on 'Informal Employment & Future of Work' chaired by Dr. Rajiv Kumar, Vice Chairman, NITI Aayog on February 12, 2020 at NITI Aayog, Delhi
- Attended the meeting of the Parliamentary Standing Committee on examination of demands for grants 2020-21 on February 19, 2020 at Parliament House Annexe Extension, New Delhi
- Attended the International Labour Organization's 'Technical Meeting on Decent Work in Global Supply Chains' from February 25 – 28, 2020 at Geneva, Switzerland

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Attended the meeting of the Standing Committee on Education, Training and Orientation and made a Presentation on the VVG NLI Training: An Overview and Training Calendar 2020-2021, V.V. Giri National Labour Institute, January 02, 2020.
- Participated in the 'Panel Discussion on SDG Data at the Sectoral Committee on Labour, Employment and Education on Sustainable Development Goals Data', V.V. Giri National Labour Institute, January 09, 2020.
- Coordinated the 'Meeting of the Interim Review of ILO's Decent Work Country Programme (DWCP) Implementation and Planning for the Biennium 2020-21', V.V. Giri National Labour Institute, January 23, 2020.
- Delivered Lecture on the theme, Understanding Transformations in the World of Work to the 'Two Weeks Integrated/ Induction Training Programme for the Newly Recruited/Promoted Employment Officers, National Institute for Career Service', NOIDA, January 28, 2020.
- Panelist, Technical Session on 'Household Surveys: Perspectives from different Silos' at the 11th Foundation Day of National Statistical Systems Training Academy, Ministry of Statistics and Programme Implementations, Government of India, Greater NOIDA, February 13, 2020.
- Delivered a Lecture on the theme, 'Emerging Issues in Labour and Employment: Implications for National Economic Security, to the 60th Course on National Security and Strategic Studies', National Defence College, New Delhi, February 21, 2020.
- Chaired a Technical Session on Startups and Young Entrepreneurs: Opportunities & Challenges at the Workshop on 'Startups and Young Entrepreneurs: Opportunities and Challenges', V.V. Giri National Labour Institute, NOIDA, February 28, 2020.

Dr. Helen R. Sekar, Senior Fellow

- Attended a meeting as a Member of the Board of Studies in Labour Management University of Madras on February 6, 2020 at University of Madras Chepauk, Chennai and contributed to the Development of Curriculum and to strengthen the Learning Outcomes Based on Curriculum Framework.

Dr. Ruma Ghosh, Fellow

- 'Panel Discussion on Labour, Employment and Education on Sustainable Development Goals (SDGs)' organized by Ministry of Statistics and Programme Implementation at V.V. Giri National Labour Institute on January 09, 2020.
- Delivered a lecture on 'Gender and Labour Market - An Overview' at Public Health Foundation of India (PHFI) as a part of their collaborative Course with University of Toronto on Interdisciplinary Approach to Global Challenges at PHFI, January 13, 2020.
- Participated in a Consultation on 'Future of Work in India' organized by Niti Aayog on January 22, 2020

Dr. Ellina Samantroy, Fellow

- Panelist in a panel discussion themed “Identifying Factors Causing Decline in Female Labour Force Participation Rate’ in a Regional Consultation on Female Labour Force Participation in India held on January 4, 2020 organised by National Commission for Women in collaboration with VVGnLI at Gujarat National Law University (GNLU), Gandhinagar, Gujarat.
- Panelist in a Panel discussion themed “Identifying Factors Causing Decline in Female Labour Force Participation Rate’ in a Regional Consultation on Female Labour Force Participation in India held on January 18, 2020 organised by National Commission for Women in collaboration with VVGnLI at National Law School of India University (NLSIU), Bengaluru.
- Panelist and presented on ‘Gender, Work and Social Protection’ in a National Seminar titled Working Women in Unorganised Sector – Issues & Challenges’ jointly organised by Arya Mahila PG College and National Commission for Women, New Delhi held on January 21, 2020 at Arya Mahila P.G College, Varanasi.
- Presented a paper titled “Unpaid Work and Time Use Patterns of Women Workers in North East India in the XVI National Conference of the Indian Association for Women’s Studies (IAWS) held on January 28, 2020 at National Law University, New Delhi.
- Participated in a meeting of Technical Advisory Group (TAG) on the research study on Non-Traditional Livelihoods for Women in India organised by International Center for Research on Women (ICRW) held on February 17, 2020 at India International Center (IIC), New Delhi.
- Attended in a Workshop on "Startups and Young Entrepreneurs: Opportunities and Challenges" Organised by V.V. Giri National Labour Institute, Noida held on February 28, 2020 at VVGnLI, Noida.

Dr. Otojit Kshetrimayum, Fellow

- Attended Performance Appraisal Board (PAB) meeting for Young Professionals under Model Career Centres of National Career Service Project under the Chairpersonship of the Additional Secretary, Ministry of Labour & Employment, Government of India on January 2, 2020 at Shram Shakti Bhawan, New Delhi.
- Attended the 6th eNGO Challenge South Asia Awards as one of the Jury members organised by Digital Empowerment Foundation on February 1, 2020 in New Delhi.
- Attended the Interim Review of ILO’s Decent Work Country Programme and Planning for the Biennium 2020-2021 on January 23, 2020 at the Institute.

Mr. P. Amitav Kuntia, Associate Fellow, VVGnLI

- Speech delivered in the inaugural session of the VVGnLI-SLI, Odisha collaborative programme on ‘Labour Market and Employment Policies’ at Bhubaneswar on January 8, 2020.
- Delivered sessions on ‘Passive and Active Labour Market Policy with reference to BRICS’ in the VVGnLI-SLI, Odisha collaborative Programme on ‘Labour Market and Employment Policies’ during January 08-10, 2020 at Bhubaneswar.

Dr. Dhanya MB, Associate Fellow

- Participated as a Resource Person in a Two-day Workshop on Identification of Teaching Learning Resources for Economics Teachers in higher education on January 13-14, 2020 at National Institute of Educational Planning and Administration (NIEPA), New Delhi.
- Panel Speaker to talk on ‘Informality and Women labour force Participation: issues & concerns’ in a conference titled ‘Working Women in Unorganised Sector – Issues & Challenges’ jointly organised by Arya Mahila PG College and National Commission for Women, New Delhi held at Varanasi on January 20, 2020
- Panel Speaker in a Regional Consultation on ‘Female Labour Force Participation in India’ organized by National Commission for Women in collaboration with VVGnLI at National Law University and Judicial Academy, Assam on February 06, 2020
- Delivered a lecture on ‘Role of Academic institutions in Creating a New Ecosystem to flourish Entrepreneurship & Innovation’ as part of invited lecture series, ZHCES, School of Social Sciences, Jawaharlal Nehru University, New Delhi on February 26, 2020.

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