



# इन्द्रधनुष

# INDRADHANUSH

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



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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Social Protection of Workers in Digital Platforms

The growing diversification of work arrangements has become a distinct feature of current labour markets in both developed and developing countries. While some of the traditional forms of employment are gradually disappearing or transforming, “new” forms of employment have emerged. This transformation has been fuelled by technological advances and innovations which are taking place at an unprecedented pace. While the ICT revolution of the early 1990s led to a rapid adoption of the internet that transformed a number of economic sectors and reshaped regional, national and international markets, the availability of cloud infrastructure and computing services over the past decade, has facilitated the growth of digital platforms that have gradually penetrated almost all sectors of the economy.

Digital labour platforms offer both opportunities as well challenges to the workers. It enables income-generating opportunities to workers and their flexible work arrangements are convenient particularly for women, persons with disabilities or those with care responsibilities. However, it has been seen that along with these opportunities, several challenges have also emerged particularly for the workers relating to regularity of work and income, working conditions, social protection and access to their fundamental rights of freedom of association and collective bargaining. In fact the digital transformation has the potential to increase informal and non-standard work, which can result in income and job insecurity (OECD 2020). The COVID-19 pandemic has further revealed the enormous risks in these areas for workers engaged on digital labour platforms (ILO 2020).

Although digital labour platforms are at a relatively early stage of development, they have been growing rapidly over the past decade. Moreover, there has been a growing trend towards outsourcing work, both low-skilled and high-skilled, especially as traditional businesses look to digital labour platforms and digital tools to meet their needs for human resources. These platforms host workers from around the world, enabling businesses to complete their tasks at a faster pace and lower price than if the tasks were performed on site. In many instances, the work is outsourced on these platforms by businesses in the global North and performed by workers in the global South. Studies have revealed that a large proportion of this work is performed by workers in developing countries, particularly in India.

As digital labour platforms continue to rapidly proliferate and increasingly shape the world of work, addressing the challenges arising for workers keeping in mind the United Nations Sustainable Development Goals (SDGs).

The country in this regard has taken noteworthy measures by recognising the gig economy — gig workers, platform workers, and aggregators – in the recently enacted Code on Social Security, 2020 (CoSS 2020). The Code empowers the central government to formulate social security schemes for gig workers and platform workers around life and disability cover, accident insurance, health and maternity benefits, old age protection, creche, and other benefits the government may determine as necessary. Such schemes will be funded through a combination of contributions from the central government, state governments, and aggregators. This initiative is likely to ensure protection to around two million digital platform workers in the country.



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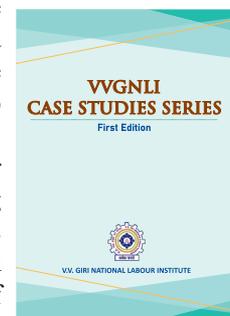
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INDRADHANUSH

## PUBLICATION

### VVGNI Case Studies Series -First Edition

The first ever compilation of case studies developed at the VVGNI is another milestone in the Institute's history. With a transdisciplinary approach in its training activities, the Institute uses a rich portfolio of methods to make the training interventions effective. It is acknowledged that Case Studies constitute one of the best methods to enhance learning and training outcomes. They also help sharpen the skills of the trainees to problem-solve and respond effectively to the challenges of change. One of the Institute's strengths is its constant attempt to create a synergy between research, another key mandate of the Institute and training activities by incorporating research outputs as training inputs and using feedback from training as triggers for research. Accordingly, the VVGNI faculties are involved in the preparation of case studies based on their research interests, domain expertise and feedback from training. This compendium includes case studies on some of the important areas of labour and related issues developed by the faculty members of the VVGNI. It is believed that these case studies that are to be used in various training interventions will reinforce the practical and field components of the training sessions and thus contribute to the overall richness of the VVGNI training programmes.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Training Programme on Ensuring Safety, Health and Welfare at Workplace (January 11-13, 2021)

The specific objectives of the programme were: (i) provide an insight on the international standards and norms in the area of Occupational Safety and Health (OSH); (ii) understand the existing legal instruments and policies on OSH in the Indian context; (iii) understand the safety and hazard management norms in factories. The programme was attended by twenty participants from the Inspectorate of Factories under State Labour Departments. **Dr. Ruma Ghosh, Fellow** was the Course Director.

#### Training Programme on Labour Codes, Industrial Relations and Labour Administration (January 18-22, 2021)

The specific objectives of the programme were to: (i) provide an overview of various labour legislations with background and constitutional provisions; (ii) discuss laws pertaining to industrial relations; (iii) provide an insight into the gender dimensions in labour legislations; (iv) discuss issues and challenges in industrial relations and trade unionism; (v) understand the recent reforms in labour laws and good practices on labour administration. The programme was attended by one hundred thirty six participants. **Dr. Ellina Samantroy, Fellow** was the Course Director.

#### Orientation Programme on New Labour Codes (January 21-22, 2021)

The specific objectives of the programme were: (i) understand the background of labour reforms; (ii) understand the key changes; major objectives and features of the various labour codes - The Labour Code on Wages, 2019; Labour Code on Social Security 2020; Labour Code on Industrial Relations 2020; Labour Code on Occupational Safety, Health and Working Conditions 2020; (iii) discuss the role of the different organization/bodies to administer the provisions and the penalties for different offences; (iv) understand how the reforms will address the issues of the workers; impact the employers and their businesses. The programme was attended by fifty participants representing Labour Departments of Centre and States/UTs. **Dr. Ruma Ghosh, Fellow** was the Course Director.

#### Capacity Building on New Labour Codes (February 01-02, 2021)

The specific objectives of the programme were to: (i) discuss the overall framework of labour legislation in India and the context of labour law reforms; (ii) provide an overview of the constitutional framework for formulation of labour legislation; (iii) discuss the key features of four labour codes in India; (iv) understand the implication of these codes on the labour market. The programme was attended by one hundred fifteen participants. **Dr. Ellina Samantroy, Fellow** was the Course Director.

#### Capacity Building on New Labour Codes for Labour Officer & Trade Union (February 08-09, 2021)

The specific objectives of the programme were to: (i) discuss the overall framework of labour legislation in India and the context of labour law reforms; (ii) provide an overview of the constitutional framework for formulation of labour legislation; (iii) discuss the key features of four labour codes in India; (iv) understand the implication of these codes on the labour market. The training programme was attended by forty five participants. **Dr. Ramya Ranjan Patel, Associate Fellow** was the Course Director.

## **Training Programme on Technology, New Forms of Employment and Future of Work**

**(February 08-11, 2021)**

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 eighty 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.

## **Training Programme on Code on Wages 2019 for Labour Officials**

**(February 18-19, 2021)**

The major objectives of the course were to (i) provide an overview and key reform measures undertaken in the Code on Wages, 2019, contrasting them with provisions of the existing four wage related regulations; (ii) provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020; (iii) triangulate reform measures in Wage Code and Wage Rules with international standards and best practices and (iv) share possible implications of the Wage Code and Wage Rules on workers and businesses. The programme was attended by fifty two participants. **Dr Dhanya MB**, Associate Fellow was the Course Director.

## **Orientation Programme on Occupational Safety, Health and Working Conditions, 2021**

**(February 22-23, 2021)**

The specific objectives of the programme were to: (i) provide an overview of the concept of occupational health and safety and discuss legal provisions for ensuring a safe workplace; (ii) provide an understanding of international labour standards and share good practices on occupational health and safety; (iii) discuss in detail the Occupational Health and Safety Working Conditions Code 2020 and the implications of the code on the labour market; (iv) discuss the role of various stakeholders for compliance of occupational safety and health standards at the workplace. The programme was attended by eighty three. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

## **Training Programme on New Labour Codes for Employers' organizations**

**(February 25-26, 2021)**

The key objectives of the programme included: (i) the need and the context of codification of the labour laws; (ii) discussing the broad scheme and key features of various labour codes; (iii) discussing the implications of labour codes on the labour market in India and the implications of these labour codes for various stakeholders. The programme was attended by thirty participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## **INDUSTRIAL RELATIONS PROGRAMMES (IRP)**

### **Training Programme on Domestic Enquiry: Principles and Practice**

**(February 02-05, 2021)**

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

### **Training Programme on Code on Wages 2019**

**(February 04-05, 2021)**

The objectives of the programme were to: (i) provide an overview and key reform measures undertaken in the Code on Wages, 2019, contrasting them with provisions of the existing four wage related regulations; (ii) provide an overview and key reform measures undertaken in the draft Code on Wages (Central) Rule 2020; (iii) triangulate reform measures in Wage Code and Wage Rules with international standards and best practices; (iv) share possible implications of the Wage Code and Wage Rules on workers and businesses; (v) stimulate exchange of views and experiences among participants. The programme was attended by sixty seven participants from various backgrounds including private sector personnel, trade union representatives, officials of the state governments and labour researchers. **Dr. Anoop Kumar Satpathy**, Fellow, was the Course Director.

## **CAPACITY BUILDING PROGRAMMES (CBP)**

### **Empowerment Programme for Beedi Workers**

**(January 04-06, 2021)**

The specific objectives of the training programme were to: (i) make the participants acquainted with various issues related to world of work and decent employment; (ii) sensitize the participants about problems of beedi workers and beedi industry; (iii) familiarize the participants with labour laws and social security provisions for beedi workers. The programme was attended sixteen participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

## Leadership Development Programme

(January 11-15, 2021)

The specific objectives of the training programme were to: (i) provide an overview of labour and employment issues particularly in the context of unorganized sector in India; (ii) develop and strengthen leadership skills; (iii) provide insights into dynamics of interpersonal and intergroup relationships; (iv) discuss various issues and aspects related to effective organization building, (v) create an awareness of various labour legislations and enforcement of labour laws; (vi) provide an understanding about various social protection and other labour and employment policies. The programme was attended by forty nine participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

## Creation of Employment Opportunities: Learning from International Experiences

(January 18-22, 2021)

The specific objectives of the programme were to: (i) understanding the employment situation in India; (ii) identify the reasons of lack of employment creation; (iii) understand the employment policies of NIEs; (iv) understand the lessons from such policies. The training programme was attended by twelve participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## Orientation Training Programme on New Labour Codes

(January 21-22, 2021)

The key objectives of the programme included: (i) the need and the context of codification of the labour laws; (ii) discussing critically the broad scheme and key features of various labour codes; (iii) discussing the implications of labour codes on labour market in India and discussing the perspectives of various stakeholders on the provisions of these labour codes. The programme was attended by eleven participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## Training Programme on Gender Poverty & Employment

(January 25-29, 2021)

The specific objectives of the programme were to: (i) examine the inter-linkages between gender, poverty and employment; (ii) discuss gender-sensitive anti-poverty and employment policies and programmes; (iii) discuss about the gender and decent work perspective in national and international policy agendas on poverty reduction. The training programme was attended by fifty-two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## Training Programme on Social Security for Unorganised Sector Workers

(January 25-29, 2021)

The objectives of the training programme were to: (i) make the participants acquainted with various inequalities existing in the world of work and coverage of social security; (ii) sensitize the participants about the legislative framework for social security, social security schemes for unorganized workers, and the unique practices in the country; (iii) familiarize the participants with the Code on Social Security and social security provisions. There were forty-nine participants representing government officials, NGOs, trade unions, various institutes and Universities from different states of the country. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

## Orientation Programme on New Labour Codes

(January 28-29, 2021)

The specific objectives of the programme were to: (i) provide an understanding of the need and context of labour law codification; (ii) provide an understanding of the human rights and constitutional framework of various labour codes; (iii) discuss the broad scheme and key features of various labour codes. The programme was attended forty two participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

## Training Programme on Social Security for Unorganised Sector Workers

(February 01-03, 2021)

The specific objectives of the programme were: (i) to sensitize the participants about the existing gaps in the provision of social security for the unorganised sector workers; (ii) to sensitize the participants about the legislative framework for social security and the different social security schemes for workers in the unorganized sector; (iii) to familiarize the participants with the Code on Social Security, 2020. The programme was attended by thirty three participants representing Government departments and Central Trade Unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## Training Programme on Fundamentals of Labour Codes for Trade Union Leaders

(February 03-04, 2021)

The key objectives of the programme included: (i) the need and the context of codification of the labour laws; (ii) discussing critically the broad scheme and key features of various labour codes; (iii) discussing the implications of labour codes on labour market in India and discussing the implications of these labour codes for various stakeholders in general and the workers in particular. The programme was attended by eleven participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## Training Programme on Gender Decent Work and Social Protection

(February 15-17, 2021)

The specific objectives of the programme were: (i) address the gender dimensions of the labour market, focusing on unemployment, vulnerable employment and inequalities in the world of work; (ii) understand changing labour market and employment relations and its impact on decent work and social protection of women workers; (iii) address gender dimensions of demographic transition, globalization and technological change and innovation, which have a impact on the future world of work; (iv) enable participants to develop an understanding about the role of different social partners. The programme was attended by forty-three participants representing Government departments and Central Trade Unions. **Dr. Ruma Ghosh, Fellow** was the Course Director.

## Facilitating Gender Sensitive Environment: A Behavioural Orientation for Police Personnel

(February 22-26, 2021)

The specific objectives of the programme were to: (i) address the issue of gender sensitiveness in a holistic perspective; (ii) enhance the capacity of the participants so that they could facilitate positive environment; (iii) sensitize the participants for developing culture-infused counseling, while dealing with sexual harassment cases; (iv) strengthen positive leadership in the world of work during COVID-19; (v) develop strategies for managing stress via teamwork. The training programme was attended by sixteen participants. **Dr. Shashi Bala, Fellow** was the Course Director.

## Capacity Building on New Labour Codes for Academicians and Law/MSW Students

(February 25-26, 2021)

The objectives of the programme were to: (i) provide an understanding of the need and context of labour law codification; (ii) provide an understanding of the human rights and constitutional framework of various labour codes; and (iii) discuss the broad scheme and key features of various labour codes. The programme was attended by 30 participants. **Dr. Anoop Kumar Satpathy, Fellow**, was the Course Director.

## RESEARCH METHODS PROGRAMMES (RMP)

### Research Methods in Labour Studies

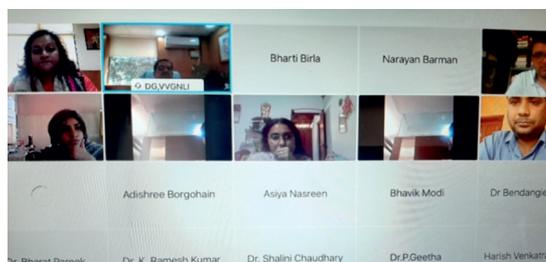
(January 18-22, 2021)

The training programme aimed at acquainting the participants with the emerging labour issues for research in an interdisciplinary framework, strengthening their knowledge with various methods used in labour research, thereby enabling them to contribute further in the field of labour research. The objectives of the programme were to: (i) understand concepts, theories in labour research; (ii) 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 three research scholars and faculties from various universities and research organisations undertaking research in the field of labour studies. **Dr. Anoop Kumar Satpathy, Fellow** was the Course Director.

### Research Methods in Gender and Labour Issues

(February 15-19, 2021)

The specific objectives of the programme were to: (i) provide an orientation on theoretical perspectives in gender and labour research; (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. The programme was attended by forty two participants. **Dr. Ellina Samantroy, Fellow** was the Course Director.



## CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP)

### Convergence Programme on Addressing Children and Adolescents

#### Trafficked for Labour Exploitation

(February 15-17, 2021)

The specific objectives of the programme were to: (i) enhance understanding on the definition of child and adolescent in the context of Child and Adolescent Labour (Prohibition and Regulation) Act; and in international conventions; (ii) understand the importance of educational rehabilitation of children and adolescents; (iii) highlight the significance of converging efforts and services for effective enforcement of CALPR Act; (iv) impart skills of campaigning and advocacy against labour exploitation of children and adolescents. The programme was attended by one hundred seven participants. **Dr. Helen R. Sekar, Senior Fellow** was the Course Director.

## NORTH-EASTERN STATES PROGRAMME (NEP)

### Training Programme on Promoting Entrepreneurship through Skill Development (February 02-04, 2021)

The specific objectives of the programme were to: (i) discuss the nature and characteristics of the informal economy and role of skill; (ii) situate the importance of skill development in the functioning of informal economy; (iii) share the experiences of various social partners in skill development and training; (iv) discuss appropriate strategies for skill development in the informal sector occupations. There were eleven participants representing government officials, NGOs, and trade unions from various north eastern states of the country. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

## COLLABORATIVE TRAINING PROGRAMMES (CTP)

### Training Programme on Gender and Development: with special focus on the Labour Policies for Women Workers (January 27-29, 2021)

This training workshop was organised in collaboration with Jesus and Mary College, University of Delhi. The specific objectives of the programme were to: (i) provide an insight into the gender dimensions in some of the key labour legislations; (ii) provide an overview of gender concerns emerging from the average conditions of women workers and self-employed women; (iii) discuss interconnections between gender and labour issues for the female workforce; (iv) provide an outline of required research strategies on women workers. The programme was attended by seventy three participants from University of Delhi. **Dr. Ellina Samantroy**, Fellow, VVG NLI and **Dr. Maya John**, Assistant Professor & Convener, Women's Studies Centre, Jesus and Mary College, University of Delhi were the Course Directors.



### Training Programme on Fundamentals of Labour Codes in collaboration with MILS, Mumbai (January 27-29, 2021)

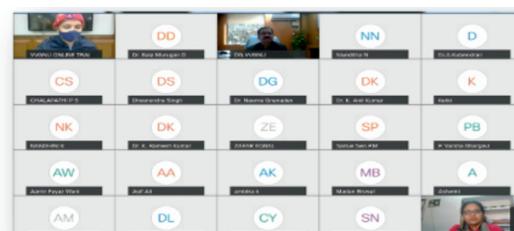
The specific objectives of the programme were to: (i) provide an understanding of the need and the context of codification of the labour laws in India; (ii) discuss the broad scheme and key features of various codes; (iii) discuss the implications of labour codes on labour market in India; (iv) discuss the perspectives of various stakeholders on the provisions of these labour codes. The programme was attended twenty participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

### Labour and Employment Issues for Indian Postal Service Probationers (January 28-29, 2021)

The major objectives of the programme were to: (i) analyse the contemporary transformations in the world of work and its implications for labour and employment; (ii) delineate the key features of the recently enacted Labour Code: The Code on Wages, 2019; The Industrial Relations Code, 2020; The Occupational Safety, Health and Working Conditions Code, 2020; and The Code on Social Security, 2020; (iii) examine the pathways to a brighter future of work. The programme was attended by fourteen Indian Postal Service Probationers undergoing Foundation Course at the Rafi Ahmed Kidwai National Postal Academy (RAKNPA), Ghaziabad. **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute inaugurated the Programme. **Ms. Kalpana Rajsingot**, IPoS, Joint Secretary, Ministry of Labour and Employment had an interaction with the participants during the programme. **Mr. Rajan Verma**, Former Chief Labour Commissioner, Government of India delivered the Valedictory Address. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### Research Methodology Training on Inclusion of Marginalized Rural Labour in India with Gandhigram Rural Institute (GRI) Tamil Nadu (February 8-12, 2021)

The specific objectives of the programme were to: (i) discuss social inclusion of rural labour in India; (ii) understand gender issues in labour market in India; (iii) analyze the dynamics of rural labour and their issues; (iv) know the qualitative and quantitative research methods for labour research in India; (v) find out impact of migration on rural labour; (vi) elaborate the organized and unorganized sector in rural Indian context; (vii) develop the understanding of social security in labour market and to assess financial inclusion policies of labour. The training programme was attended by forty two participants. **Dr. H. Srinivas**, Director General, VVG NLI addressed the participants. **Dr. Shashi Bala**, Fellow, VVG NLI, **Dr. A. Mani** and **Dr. Anjuli Gandhi** Asst. Professor, GRI were the Course Directors.



## Training Programme on Labour and Globalization

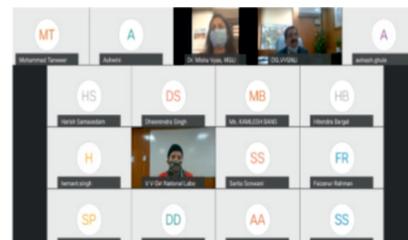
(February 08-12, 2021)

This course was organised in collaboration with the Centre for Public Policy and Governance, Tezpur University, Assam. The objectives of the course were to: (i) understand world of work and decent employment; (ii) make the participants acquainted with various implications of globalisation on labour; (iii) discuss issues related to recent labour reforms; (iv) enable participants to contribute in their academic and professional work. Sixteen research scholars participated in the course. **Dr. Amiya Kumar Das**, Tezpur University and **Dr. Otojit Kshetrimayum**, Fellow were the Course Directors.

## Research Methodology Training Programme on Quantitative and Qualitative Methods in Labour Research with Mahatma Gandhi Labour Institute (MGLI), Gujarat

(February 15-19, 2021)

The specific objectives of the programme were to: (i) understand the various concepts and theories related labour segmentation; (ii) familiarize the major sources of data collection (primary and secondary); (iii) explain the applicability of various qualitative and quantitative methods used for labour research and to acquire knowledge of the major statistical packages used in labour research. The training programme was attended by thirty four participants. **Dr. H. Srinivas**, Director General, VVGNI addressed the participants. **Dr. Shashi Bala**, Fellow, VVGNI and **Dr. Misha Vyas**, Asst. Professor, MGLI were the Course Directors.



## Enhancing Leadership Skills: Fishery Workers (SLI Odisha)

(February 16-18, 2021)

The specific objectives of the programme were to: (i) impart knowledge and information about fishery industry in general and status of workers in particular; (ii) enhance inter-personal communication; (iii) discuss the legal protections in various labour legislations; (iv) familiarize on the various aspects of welfare funds. The training programme was attended by forty-two participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## IN-HOUSE TRAINING PROGRAMME (IHP)

### Induction Training Programme for JTS officers from Central Labour Service

(December 07-January 15, 2021)

The programme aimed at empowering the Junior Time Scale (JTS) officers posted in various wings of Central Labour Service in discharging their roles in an effective manner. The key objectives of the programme were to: (i) familiarize the participants with various aspects of labour laws to be administered by them; (ii) key features of new labour codes; (iii) techniques and skills of enforcement and conciliation; (iv) the skills and procedures involved in discharging quasi-judicial functions; (iv) impart them various administrative and behavioural skills for discharging their role as labour administrators. The programme was attended by thirty-one officers. **Dr. Sanjay Upadhyaya**, Senior Fellow and **Dr. Manoj Jatav**, Associate Fellow were the Course Directors.

### Induction Training Programme for Newly Recruited ALCs of Govt. of Haryana

(February 08-19, 2021)

The key objectives of the programme were to: (i) familiarize the participants with various aspects of labour laws to be administered by them; (ii) key features of new labour codes; (iii) techniques and skills of enforcement and conciliation; (iv) the skills and procedures involved in discharging quasijudicial functions and (iv) impart them various administrative and behavioural skills for discharging their role as labour administrators. The programme was attended by eight participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### Labour Laws –Labour Code 2020 for THDCIL

(February 18-19, 2021)

The training programme was tailor made for the executives of the Tehri Hydro Development Corporation India Limited (THDCIL) highlighting reform measures undertaken in the four labour codes with special reference to contract labour. The objectives of the programme were to: (i) provide an overview of the four labour codes; (ii) analyze provisions relating to contract labor in Code on Occupational Safety, Health and Working Conditions, 2020; (iii) understand new definition of wages and its plausible impact on employers and contract labourers; (iv) provide analysis of case laws relating to contract labour. As a part of this training a panel discussion in the form of ‘contract labour clinic’ was also organized. The programme was attended by 36 officials of the THDCIL, Rishikesh. **Dr. Anoop Kumar Satpathy**, Fellow, was the Course Director.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Dr. H. Srinivas, Director General

- Addressed the trainees/participants in all the inaugural/valedictory sessions of around 37 training programmes conducted during the months of January-February, 2021.

- Addressed the Indian Postal Service Probationers training programme conducted by VVGNI on January 28, 2021.
- Attended the Senior Officers' meeting in the Ministry of Labour & Employment on February 02, 2021 chaired by the Secretary and made detailed presentation on the 'Recent Labour Laws - An Inter-country Perspective', comparing the Six Select Provisions of the Labour Laws in 10 different countries in the world (developed/emerging/developing countries).
- Addressed the interns/officials of National Human Rights Commission on February 24, 2021 on the various facets of bonded labour.
- Attended the meeting with AS/FA on budgetary matters on February 09, 2021 and another two meetings on February 15 & February 23, 2021 in the Ministry.
- Conducted online training session on 'New Labour Codes' for all the senior officers of Indian Railway on February 25, 2021 attended by over 200 officers throughout the country.
- Conducted a training session for the officers/probationers of Indian Revenue Service (Indian Customs and Central Excise) on 'Labour and Employment Issues' and 'New Labour Codes' on February 6, 2021

### Professional Engagements of Faculty Members

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

- Attended the 'Expert Group Meeting of the Labour Bureau Surveys', Ministry of Labour and Employment, Government of India, January 15-17, 2021.
- Delivered a Lecture on 'The Future of Work: Navigating Transformations', Department of Sociology, Hindu College, University of Delhi, January 22, 2021.
- Chaired the 'Sub-Group Meeting on Survey on Migrant Workers', Labour Bureau, Ministry of Labour and Employment, Government of India, January 23, 2021.
- Delivered the 24<sup>th</sup> Annual Lecture of the Post Graduate and Research Department of Economics, Mar Thoma College, Tiruvalla, on the theme 'Towards Ensuring a Brighter Future of Work', February 17, 2021.
- Attended the Expert Group Meetings of the All India Quarterly Employment Survey and Surveys on Labour, Labour Bureau, Ministry of Labour and Employment, Government of India, February 23, 2021.
- Delivered a Lecture on Basics of Labour Economics in the Training Programme on 'Official Statistics and Administration', National Statistical Systems Training Academy, Ministry of Statistics and Programme Implementations, Government of India, Greater NOIDA, February 25, 2021.

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

- Attended the Annual Conference on Covid-19 Pandemic: Causes, Complexities and Consequences" during February 12-13, 2021 and contributed to the discussions on labour related issues. This conference was organized by TRACI Research and Communication Institute, New Delhi.

#### Dr. Ruma Ghosh, Fellow

- Prepared comments for MoLE on the G-20-2021 Issue Notes and Agenda on 'Social Protection Systems in a Changing World of Work' for the 1st meeting (February 15-17, 2021) on January 28, 2021.
- Delivered lecture on the "Code on Social Security" on February 18, 2021 in the training programme organized by PDNASS, New Delhi for the officers from the cadres of Regional Provident Fund Commissioners and Assistant Provident Fund Commissioners of the Employees Provident Fund Organisation.
- Prepared comments on the Concept Note on Policy-Based Loan (PBL) from Asian Development Bank (ADB) to Strengthen the Social Protection System in India for MoLE on February 23, 2021
- Panelist in the IHD-ILO Virtual Consultative Workshop on 'New Social Security Codes and Strengthening of Social Protection System (with particular reference to North India) on February 23, 2021.

#### Dr. Ellina Samantroy, Fellow

- Delivered a special lecture on 'Time Use Survey' for the students of Women's Studies and Development Centre, University of Delhi on January 15, 2021 organised by University of Delhi.
- Prepared comments for G-20-2021 Issue notes and agenda for the first meeting (February 15-17, 2021) on January 28, 2021.
- Attended a meeting for discussing the issue paper on Participation of Women in Labour Force for the 13<sup>th</sup> BRICS Summit 2021 on February 23, 2021 at Ministry of Labour & Employment, New Delhi.

#### Dr. Otojit Kshetrimayum, Fellow

- Attended a meeting of the Performance Appraisal Board for reviewing the Performance and Contract Extension of Batch III & V Young Professionals engaged with Model Career Centres (MCCs) across India, DGE and NICS under the Chairpersonship of Additional Secretary, Ministry of Labour & Employment, Government of India on January 8, 2021.
- Participated as a Panelist in the panel discussion on 'Emerging Destinations for International Migration: Looking at East Asia' organised by India Centre for Migration (ICM), Ministry of External Affairs, Government of India on February 17, 2021.



### "स्वच्छ भारत अभियान" "MISSION SWACHH BHARAT"

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