



# 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

### e-shram Portal

The Ministry of Labour and Employment launched the e-shram portal ([www.eshram.gov.in](http://www.eshram.gov.in)) on August 26th, 2021. The portal was inaugurated by Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment and Environment, Forest & Climate Change in the presence of Shri Rameswar Teli, Hon'ble Minister of State for Labour & Employment and Petroleum & Natural Gas.

This portal which has been seeded with Aadhaar has been developed to register more than 38 crore unorganised workers in the country under one portal and create a National Database of Unorganized Workers (NDUW). This will enable implementing social security services for them and share their information with various stakeholders for delivering welfare schemes. The database will contain details such as the name, occupation, address, educational qualification, skill types, and family details, etc. of the unorganized workers.

The major objectives of e-shram portal are as follows:

- Creation of a centralized database of all unorganized workers (UWs) including construction workers, migrant workers, gig and platform workers, street vendors, domestic workers, agriculture workers, etc., to be seeded with Aadhaar.
- To improve the implementation efficiency of the social security services for the unorganized workers. This will entail integration of Social Security Schemes meant for UWs being administered by MoLE and subsequently those run by other ministries as well.
- Sharing of information in respect of registered unorganised workers with various stakeholders such as Ministries/ Departments/ Boards/ Agencies/ Organisations of the Central and State Governments through application programming interface (API) for delivery of various social security and welfare schemes being administered by them.
- Portability of the social security and welfare benefits to the migrant and construction workers.
- Providing a comprehensive database to Central and State Governments for tackling any National Crises like COVID-19 in future.

Any unorganized sector worker between the age group of 16-59 and not a member of EPFO/ESIC or NPS (Govt. funded) is eligible to register on the e-shram portal. All workers engaged in occupations in the unorganized sector are eligible to register themselves in the portal using Aadhar Number, Mobile number linked with Aadhaar and Savings Bank Account number with IFSC code

In order to assist the workers with the registration, Government of India has provided registration facilities at doorstep of the unorganized worker. Common Service Centers (CSCs) through its over 4 lakh centers across the the country would assist the enrollment of workers. State Governments would also extend registration facility to the workers through the more than 17,337 State Seva Kendras. The registration under e-SHRAM is totally free and workers do not have to pay anything for his or her registration at Common Service Centres (CSCs) or anywhere else. The workers can also register themselves directly through the e-shram Portal, by using the required documents.



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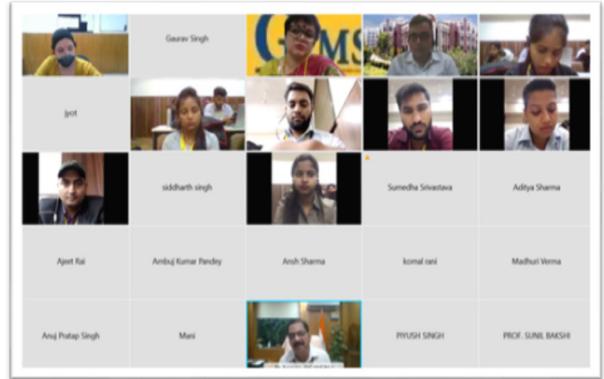
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INDRADHANUSH

## SPECIAL EVENTS

### Workshop on Labour Codes: An Overview (August 31, 2021)

The Workshop on Labour Codes for the PGDM student of GNIOT Institute of Management Studies, Greater NOIDA, was organised on August 31, 2021. The workshop was inaugurated by **Dr. H. Srinivas**, Director General, VVGNI and the Welcome Address was delivered by **Dr. Arun Kumar Singh**, Director, GNIOT Institute of Management Studies, Greater NOIDA. The objective of the workshop was to provide awareness on the Labour Codes. The Workshop was attended by twenty eight students. **Dr. Shashi Bala**, Fellow was the Course Director of this Workshop. **Dr. H. Srinivas** Director General, VVGNI chaired the Workshop and interacted with the participants.



## PUBLICATION

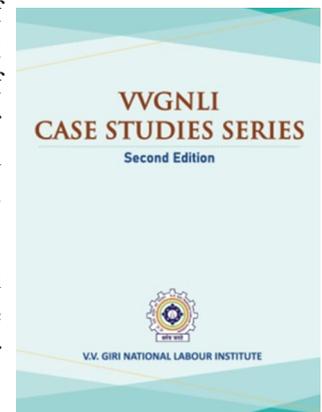
### VVGNI Case Studies Series: Second Edition

Organising Training Programmes and Workshops/Webinars on various facets of Labour and Employment is one of the major mandates of the V.V Giri National Labour Institute. The Institute's training programmes cater to the training needs of different stakeholders viz. government functionaries concerned with labour, labour administrators, members of the trade unions and employers organisations, human resource and industrial relation managers, members of the civil society organisations, and researchers/academia.

Case studies forms an integral part of the VVGNI training methodology. It is well acknowledged that case studies constitute one of the most effective methods to enhance the learning and training outcomes and also to sharpen the skills of the trainees for problem solving and responding effectively to the challenges of change in the field.

The Institute also attempts to create a synergy between research, another major mandate of the Institute, and training activities by incorporating the research outputs as training inputs and feedback from training as triggers for research. Accordingly, the VVGNI faculty are involved in the preparation of case studies based on their research interests and domain expertise.

The Institute had brought out the first edition of Case Studies Series in the year 2020. The present compendium is the Second Edition of the Case Studies Series which includes case studies and other interventions on some of the most important areas of labour and employment issues developed by the faculty members of the VVGNI.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Labour Codes and Rules for Officials of CLC Organisation from the Southern States (July 5 - 7, 2021)

The key objectives of the programme were to: (i) provide an understanding of the need and context of labour law codification; (ii) discuss the broad scheme and key features of various labour codes. The programme was attended by forty participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

#### Ensuring Safety, Health and Welfare at Workplace July 05-09, 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 Occupational Safety and Health (OSH) in the Indian context; (iii) understand the safety and hazard management norms

in factories; (iv) understand the policy options in the Indian context through the recent Occupational Safety, Health and Working Conditions Code, 2020. The programme was attended by fifteen participants representing Officers from the Inspectorate of Factories under State Labour Departments. **Dr. Ruma Ghosh**, Fellow was the Course Director.

### **Labour Codes and Rules for the Northern States (July 12-14, 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 the formulation of labour legislation; (iii) discuss the key features of four labour codes and rules; (v) understand the implication of these codes on the labour market. The training programme was attended by thirty-nine participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **Labour Codes and Rules for the Eastern States of India (July 19-21, 2021)**

The specific objectives of the programme were to: (i) develop skills and techniques of effective organisation building; to foster skills of effective leadership; (ii) acquaint the participants with the socio-economic and political changes in a globalised economy; (iii) impart knowledge about labour laws, development programmes and schemes. The training programme was attended by thirty-one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Labour Codes and Rules for the Western States (July 26-28, 2021)**

The objectives of the programme were to: (i) discuss the overall framework of labour legislation in Indian and the context of labour law reforms; (ii) provide an overview of the constitutional framework for the formulation of labour legislation; (iii) discuss the key features of four labour codes and rules; (iv) understand the implications of labour codes on the labour market. The programme was attended by forty-four officials of the Central Labour Service. **Dr Manoj Jatav**, Associate Fellow was the Course Director.

### **Future of Work and Social Protection of Workers (August 23-27, 2021)**

The specific objectives of the programme were: (i) trace the transformations in the labour market and understand its implications in terms of social protection of workers; (ii) understand the innovative policy responses that countries have put forward to better adapt their social protection systems to evolving demands in a changing world; (iii) review and highlight the policy options in the Indian context and understand the implication of the new labour codes on the Future of Work. The programme was attended by twenty-four participants representing Government Officials, Researchers, Trade Union leaders dealing with labour and employment issues. **Dr. Ruma Ghosh**, Fellow was the Course Director

## **INDUSTRIAL RELATIONS PROGRAMME (IRP)**

### **Managing Work Effectively: A Behavioural Approach (July 12-16, 2021)**

The specific objectives of the programme were to: (i) familiarise with various aspects of organisational development and culture during COVID-19; (ii) impart knowledge about work and office management; (iii) discuss various behavioural skills, positive attitude, teamwork, time management, stress management, communication skills, decision making, self-motivation, work-life balance, emotional intelligence and its importance; (iv) enhance sensitivity towards self, group and organization; (vi) acquaint with negotiating skills, consensus-building and decision-making process for organisational excellence. The training programme was attended by four participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

### **Fundamentals of Labour Codes (July 19-22, 2021)**

The key 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 and draft central rules. In addition, the programme also included sessions on challenges in the management of contract labour as well as the regulatory framework for fixed-term employment. The programme was attended by twenty-nine participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## **Empowering Trade Union Leaders (August 16-20, 2021)**

The specific objectives of the programme were to: (i) have familiarity with changes and trends in industrial relations; (ii) discuss the role of labour and trade unions in the emerging economic-political scenario; (iii) have knowledge about labour laws and recent changes; (iv) sharpen skills of leadership. The training programme was attended by six participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## **Domestic Enquiry: Principles and Practice (August 23-27, 2021)**

The key objectives of the programme were to: (i) identify factors affecting discipline in the 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; (v) develop insight into the role of Enquiry Officers/Presenting Officers/Workers' Representatives during the enquiry, etc. The programme was attended by sixteen participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

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

### **Migration, Skills and Reintegration: Issues and Perspectives (July 05-08, 2021)**

The specific objectives of the programme were to: (i) understand the emerging contours of the contemporary migration flows in India; (ii) explicate the linkage between migration and skills; (iii) discuss the good practices in harnessing the skills of migrants in reintegration strategies; (iv) examine approaches for maximising the development outcomes of migration. The programme was attended by sixty-two scholars and practitioners dealing with different dimensions of migration research and policy. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### **Gender, Poverty and Employment (July 12-16, 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 the gender and decent work perspective in national and international policy agendas on poverty reduction. The training programme was attended by thirty-three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Code on Occupational Safety, Health and Working Conditions 2020 (July 14-16, 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 training programme was attended by fifty-nine participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

### **Wage Policy and Minimum Wages (July 19-21, 2021)**

The objectives of the programme were to: (i) provide an overview of wage policy and minimum wage system of India; (ii) strengthen evidence-based minimum wage-fixing and adjustments process; (iii) share international standards and best practices on minimum wage systems, constraints and challenges; (iv) stimulate an exchange of views and experiences among participants. The training programme was attended by twenty participants. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

### **Gender, Decent Work and Social Protection (July 19-23, 2021)**

The objectives of the programme were to: (i) address labour market inequalities and their impact on women workers; (ii) discuss the changing labour market scenario, emergence of new forms of employment and its impact on workers; (iii) understand the gender dimensions of future of work; (iv) enable the participants to develop an understanding about the different programmes and policies for protecting workers in new forms of work and other informal employment. The programme was attended by ten participants representing Government officials and representatives of Central Trade Unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## **Developing Skill Development Strategies for Women Workers in Informal Economy (August 23-27, 2021)**

The specific objectives of the programme were to: (i) discuss the nature and characteristics of the informal economy; (ii) situate the importance of skill development in the functioning of the informal economy from a gender perspective; (iii) share the experiences of various social partners in skill development and training; (iv) discuss appropriate strategies for skill development of women in the informal sector occupations. The training programme was attended by thirty-eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## **CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP) Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders (July 28-30, 2021)**

The objectives of the programme were: (i) understand the linkage between human trafficking, child labour and bonded labour; (ii) understand new forms of bonded labour and ways to tackle them; (iii) strengthen knowledge and skills for identification, prevention, abolition/elimination of the practice and system of child labour and bonded labour; (iv) discuss the importance of effective and timely action during the critical crisis period of rescue to rehabilitation; (v) impart knowledge on the existing Standard Operating Procedures (SOP) for identification, prevention, rescue and rehabilitation of Child labour and bonded labour; (vi) understand the role of statutory and law enforcement bodies and to enhance skills for effective prosecution of Offenders. The programme was attended by one hundred sixty-six participants. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

## **Convergence for Ending Child Labour and Bonded Labour (August 25-27, 2021)**

The objectives of the programme were: (i) enhance better understanding of the Bonded Labour System (Abolition) Act and Child Labour (Prohibition and Regulation) Act and related legal framework and policies; (ii) equip participants with knowledge on role and responsibilities of stakeholders and social partners in general and the law enforcement agencies and key statutory bodies mandated to address these issues in particular; (iii) enhance understanding on the linkages between bonded labour, human trafficking, and distress migration and also the intersectional dimensions of crime, exploitation, and violation of wages in the bonded labour practice; (iv) discuss methods of hot-spot mapping, and transit points identification; (v) discuss the role and need for proper coordination between Police, Labour Department and District Administration in combating the problem at different stages of rescue, rehabilitation, repatriation and prosecution and also to discuss the role of Police as first responders to the crime. The programme was attended by one hundred and twenty-four participants. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

## **NORTH-EASTERN STATES PROGRAMME (NEP)**

### **Social Protection and Livelihood Security (July 19-23, 2021)**

The specific objectives of the programme were: (i) understand livelihood risk and vulnerability of the rural poor; (ii) understand the different social protection programmes that transfer assets and skills of people for self-employment and public works programmes that enable people to cope with poverty; (iii) explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by fourteen participants. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

### **Leadership Development Programme (July 26-30, 2021)**

The specific objectives of the programme were: (i) develop techniques of effective organisation building; to foster skills & effective leadership; (ii) acquaint the participant within the socio-economic and political changes in a globalised economy; (iii) impart knowledge about labour laws, development programmes and schemes. The training programme was attended by twelve participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## **New Labour Codes and Rules for Trade Unions and NGOs from the North Eastern States (August 09-13, 2021)**

The key 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 and draft central rules. The programme was attended by seventeen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

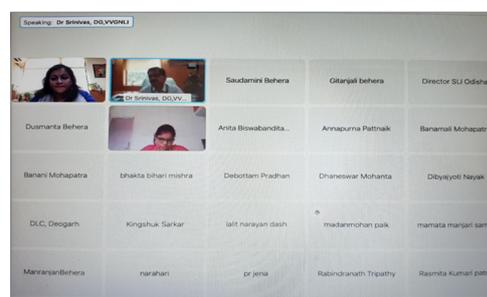
## **COLLABORATIVE TRAINING PROGRAMMES (CTP)**

### **Capacity Development Programme on Code on Wages, 2019 (July 06-09, 2021)**

This programme was conducted with State Labour Institute, West Bengal. 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 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 an exchange of views and experiences among participants. The training programme was attended by fifteen participants. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

### **Understanding New Labour Codes (July 7-9, 2021)**

The training programme was organized jointly by the V.V. Giri National Labour Institute, NOIDA and State Labour Institute (SLI), Odisha. 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 the 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 thirty-four participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.



### **Understanding Labour Market & Employment Opportunities for the North Eastern States (July 26-30, 2021)**

The training programme was organized in collaboration with National Institute for Career Services (NICS), Noida. The specific objectives of the programme were: (i) update the knowledge and skills of employment officers on fast-changing Labour market dynamics due to Liberalisation, Globalisation and Privatisation of the economy; (ii) understand the nature of Labour market trends at various levels; (iii) give an idea of different Research Methodologies based on which analysis of Labour market could be done; (iv) understand the role of NCS in Employment Market/Labour Market-related areas. The training programme was attended by seventeen participants. **Mr. R. Aswanikumar**, NICS and **Dr. Otojit Kshetrimayum**, Fellow were the Course Directors.

### **Capacity Development Programme on Code on Wages, 2019 (MGLI, Gujarat) (August 03-06, 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 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 an exchange of views and experiences among participants. The training programme was attended by seventy-six participants. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

### **Collaborative Training Programme on Fundamentals of Labour Codes (August 18-19, 2021)**

This collaborative programme was organized jointly by V.V. Giri National Labour Institute, Noida and Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai. The key 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 and draft central rules. The training programme was attended by twenty-nine participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## E-RURAL CAMP

### Empowering Women in the Rural Economy through Labour Codes (August 17-19, 2021)

V. V. Giri National Labour Institute organized an e-rural camp in the Dhaurhara village of Varanasi district of Uttar Pradesh during August 17-19, 2021. The objectives of the e-rural camp were to: (i) develop an understanding of rural society & economic relations, (ii) discuss the issue of empowerment; (iii) develop skills for enhancing leadership potential and to acquaint the participants with labour codes 2020/ labour legislation on women workers. **Dr. H. Srinivas**, Director-General, VVGNI inaugurated the e-rural camp and interacted with the participants. The rural camp was attended by sixty-five participants. **Dr. Shashi Bala**, Fellow was the Project Director of this e-rural camp.



## OTHER PROFESSIONAL ENGAGEMENTS

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

- Addressed the participants in the Inaugural/Valedictory Sessions of the Training Programs conducted during July and August, 2021.
- Shri Kamakhya Prasad Tasha Hon'ble M.P (Rajya Sabha) & Member General Council VVGNI visited the institute on July 6, 2021. He were apprised about the various activities of the Institute.
- On July 7, 2021 chaired the meeting in connection with 75 years of India's Independence – "Azadi ka Amrit Mahotsav" and drawn Calendar of activities to be performed in connection with the above.
- On July 15, 2021 attended the BRICS meeting of Labour & Employment ministers at the Sushma Swaraj Bhawan, New Delhi and made a Power Point Presentation on the activities of the BRICS Network of Labour Research Institute on behalf of the BRICS Network of Labour Research Institutes.
- The Executive Council meeting of the VVGNI chaired by Secretary, Ministry of Labour & Employment was held online on August 2, 2021 at Shram Shakti Bhawan.
- On August 3, 2021 attended the meeting chaired by Secretary, Labour & Employment on "Delisting of Indian products from the list of goods produced involving Child/Forced Labour, 2020" Online.
- On August 5, 2021 attended the 3<sup>rd</sup> meeting of the Expert Group on "Fixation on National Floor Wage and Minimum Wage."
- On August 10, 2021 the Interim report on "Impact Assessment study of the Labour Reforms undertaken by the States" was submitted to the office of Economic Advisory Council to the Hon'ble Prime Minister. Also attended the discussion of leading Think Tanks conducted by the Niti Aayog and Chaired by the Vice Chairman.
- On August 14, 2021 made a detailed presentation on the various activities of VVGNI before the Hon'ble Union Minister of Labour & Employment, Environment, Forest and Climate Change and Hon'ble Minister of State for Labour & Employment and Petroleum & Natural Gas.
- On August 19, 2021 participated in the panel discussion of the "BRICS Knowledge Series on Informality" organized by ITC/ILO & ILO/Geneva along with Ms. Olga Koulaeva, Director ILO, Moscow; Anita Amorim, ILO Geneva and Andreas Klemmer, Director, Training, ITC/ILO and made a detailed presentation.

### Professional Engagements of Faculty Members

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

- Attended the 'BRICS Labour & Employment Ministers' Meeting (LEMM) under Indian Presidency, 2021', Ministry of Labour and Employment, Government of India, New Delhi, July 15, 2021.
- Attended the 'Expert Group Meeting, Research Proposal Evaluation', National Institute of Educational Planning and Administration (NIEPA), New Delhi, July 23, 2021.
- Delivered a Lecture on the theme, International Labour Migration Policies in Emerging Economies: Issues and Perspectives to the Workshop on Methods in Migration Research, Centre for Development Studies, Thiruvananthapuram on August 11, 2021.

- Panelist, ‘Webinar on The Need for a National Employment Policy’, Impact and Policy Research Institute (IMPRI), New Delhi, August 12, 2021.
- Attended the Expert Group Meeting of the ‘All India Quarterly Establishment based Employment Survey’, Labour Bureau, Ministry of Labour and Employment, Government of India, August 17, 2021.
- Attended the ‘Expert Group Meeting of the Labour Bureau Surveys’, Ministry of Labour and Employment, Government of India, August 18, 2021.

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

- Participated in the Global Online conversation on ‘Domestic Workers’ Rights, Working conditions & OSH Concerns: Challenges Prior to and During COVID – 19’ organized by the ILO on July 13, 2021.
- Made a presentation on ‘Childhood Lost: Child Labour and Trafficking’ as a Resource Person in the interactive conference hosted by CFI on July 24, 2021.
- Participated in the online Panel Discussion on the ‘Future of Labour Codes: Impact and Way Forward from Trade Union Perspectives’ on August 3, 2021 organized by the CWW and IMPRI and ISI, New Delhi.
- Participated in the online session titled ‘Global Estimates on Child Labour 2020 and Implications for India’ on August 18, 2021 organized by the ILO.

#### **Dr. Ruma Ghosh, Fellow**

- Participated in a Webinar on ‘When to do a Social Protection Systems Review’ organized by ISPA - Inter-Agency Social Protection Assessments on July 29, 2021.
- Delivered a lecture on “Protection of Women Workers under Labour Codes” on July 18, 2021 in the two-day workshop on ‘Reforms in Labour and Industrial Laws’ organised by Bennett University during July 17-18, 2021.
- Participated in the Webinar on ‘Adaptive Social Protection, Decentralization, Localization: Challenges and Opportunities for Good Governance in Social Protection Delivery’ organized by GIZ, World Bank and International Policy Centre for Inclusive Growth (IPC-IG) on August 3, 2021.
- Delivered a Special Guest Lecture on “An Overview of the Social Security Legislation and the New Social Security Code” through virtual mode for the students of GLS Law College, Ahmedabad on August 7, 2021
- Participated in a Virtual Seminar organised by Institute of Social Studies Trust (ISST) and Institute for Human Development (IHD) on ‘Women’s Work in Delhi: Dimensions, Challenges and Emerging Issues’ during August 17-18, 2021.
- Participated in the Webinar on ‘Changing the Mindset – Turning the Theory into Practice: Incorporating Gender-sensitivity into linked Humanitarian Cash and Social Protection Interventions’ organized by UNICEF and World Food Programme (WFP) on August 19, 2021.

#### **Dr. Ellina Samantroy, Fellow**

- Expert in a stakeholder consultation on ‘Antimicrobial Resistance and Labour Migration across Healthcare Boundaries in Northern South Asia’ on July 02, 2021 organised by South Asian University, New Delhi.
- Participated in a World Congress on ‘Can Women Farmers Outperform Male Farmers? Exploring Disabling and Enabling Factors in Africa & Asia’ on July 06, 2021 organised by International Economic Association.
- Participated in the 3<sup>rd</sup> Conversation on Working in Freedom Domestic Worker’s Rights, Working conditions & Occupational Safety and Health (OSH) Concerns: Challenges Prior to and During Covid 19 on July 13, 2021 organised by ILO, New Delhi.
- Participated in a Panel Discussion on the Future of Labour Codes: Impact and Way Forward from Trade Union Perspectives on August 03, 2021 organised by Centre for Work and Welfare (CWW), Impact and Policy Research Institute (IMPRI) and Indian Social Institute (ISI), New Delhi.
- Participated in a virtual Seminar on Women’s Work in Delhi: Dimensions, Challenges and Emerging Issues on August 17-18, 2021 organised by Institute of Social Studies Trust (ISST) and Institute for Human Development (IHD), New Delhi.

#### **Dr. Otojit Kshetrimayum, Fellow**

- Nominated as Nodal Officer for Third-Party Audit under RTI, 2005 and submitted the audit reports for Directorate General of Mines and Safety (DGMS), Dattopant Thengadi National Board for Workers Education and Development (DTNBWED) and Chief Labour Commissioner (Central) under the Ministry of Labour & Employment, Govt. of India.
- Invited as Manuscript Reviewer and reviewed a manuscript for the Journal, Space and Culture published by Sage Publications.

