



# इन्द्रधनुष Indradhanush

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Women-Led Development in Budget 2024: A Game Changer for Women's Work

The Union Budget 2024-25, presented by Hon'ble Finance Minister Smt. Nirmala Sitharaman on July 23, 2024, emphasizes women-led development with an allocation of over ₹3 lakh crores for schemes benefitting women and girls. Prioritizing employment and skilling, the budget aims to enhance women's workforce participation, particularly when their participation rate remains significantly lower than men's.

As per the PLFS 2022-23, women's workforce participation rate (WPR) stood at 35.9%, compared to 76% for men. While women's WPR increased by 13.9%, much of it is attributed to self-employment (around 65%). Self-employment, often informal, presents challenges like inadequate skills, domestic responsibilities, mobility barriers, and societal norms. The government has introduced initiatives to address these issues, such as the Pradhan Mantri MUDRA Yojana (PMMY) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY). Under PMMY, 68.2% of loans (up to ₹10 lakh) in 2022-23 were sanctioned to women-led enterprises, supporting micro and small businesses.

The Ministry of Skill Development and Entrepreneurship (MSDE) allocated ₹68 crores in 2023-24 to National Skill Training Institutes for Women, an increase from ₹64.28 crores in 2022-23. The new budget aims to skill 20 lakh youth (including women) over five years, upgrading 1,000 Industrial Training Institutes (ITIs) to align with industry needs. The proposed partnership with industry is crucial for promoting women-specific skilling programs and expanding market access for women-led Self-Help Group (SHG) enterprises. Additionally, the enhancement of Mudra loans to ₹20 lakh for entrepreneurs is expected to boost women's entrepreneurship.

A significant budgetary focus is on strengthening care infrastructure, including crèches and Working Women's Hostels. The absence of adequate care facilities often discourages women from workforce participation. The First National Time Use Survey (2019) reported that 92.8% of women workers (15+ years) engage in unpaid care work, spending an average of 5.6 hours per day. The budget's provision for crèches and hostels aligns with recommendations from India's G20 T20 policy brief (2023), advocating for care as a fundamental pillar of economic growth and social protection.

The Working Women's Hostel scheme, under Mission Shakti by the Ministry of Women and Child Development, is a key initiative offering accommodation and daycare facilities. With a budgetary allocation of ₹87.40 crores for 2024-25, the scheme currently operates 494 hostels across India. This increased investment has immense potential to develop care infrastructure, enabling more women to pursue employment and training opportunities.

The budget also emphasizes the manufacturing sector and MSMEs, which employ a significant number of women. The *First Timers* scheme incentivizes additional employment in manufacturing, benefiting 30 lakh first-time employees, including women. Recognizing women's challenges in MSMEs, the Ministry of Labour and Employment issued an advisory in 2024, urging MSMEs to establish 'working women hubs' with hostels, crèches, and senior care facilities. The budget's support for MSMEs can facilitate the creation of these hubs, fostering greater women's participation in the workforce.

The 2024-25 Budget reflects the government's commitment to inclusive development, supporting economic activities for all women, including those from marginalized sections. With enhanced opportunities in skilling, employment, self-employment, and care infrastructure, this budget is a significant step towards empowering women and realizing the goals of *Viksit Bharat*.



## SPECIAL EVENTS

### Special Lecture on Future of Employment: Challenges and Opportunities (July 03, 2024)

The workshop aimed to explore the evolving nature of work, workforce, and workplace in the context of technological advancements, demographic shifts, and socio-economic changes. The programme was attended by 25 participants representing experts from academia, industry, government, and civil society. **Dr. Manoj Jatav**, Fellow was the Course Director.



### Workshop on Internal Migration and Research (August 01, 2024)

This policy workshop was planned as a forum to discuss research studies that would facilitate migrant-inclusive infrastructure and institutions which would enable the connectivity in the existing machinery among the different states, thereby safeguarding the labour rights of the migrant workers and promoting inclusive development. The workshop was attended by 38 participants representing academicians, research scholars and government officials. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



### Workshop on Social Security Schemes – Provident Fund and New Pension Schemes (August 08, 2024)

The workshop aimed at strengthening the understanding of participants on the different pension schemes for workers in the organized and the unorganised sector. The workshop was attended by 20 employees of the V.V. Giri National Labour Institute. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

### Orientation Workshop on Labour issues, Labour Laws and Labour Codes for Indian Postal Service Probationers (August 09, 2024)

The programme aimed at providing an understanding and orientation to the Indian Postal Service Probationers on labour issues, labour laws and labour codes. The programme was attended by 09 officers from Indian Postal Service undergoing induction training at Rafi Ahmed Kidwai National Postal Academy, Ghaziabad. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### Webinar on The Maternity Benefit (Amendment) Act, 2017: Provisions, Policies and Practices in Collaboration with ASSOCHAM (September 20, 2024)

The Associated Chambers of Commerce and Industry of India (ASSOCHAM) organised a webinar on 'The Maternity Benefit (Amendment) Act, 2017: Provisions, Policies and Practices' in collaboration with V.V. Giri National Labour Institute on September 20, 2024. The webinar discussed the challenges in implementing the Maternity Benefit (Amendment) Act, 2017 and suggested pathways forward. The programme emphasised the positive impact of the act on women's workforce participation while highlighting the need for improved awareness and targeted training to address ongoing implementation issues. Dr. Rajan Verma, Dr. Rohit Mani Tiwari, Mr. Manoj Kumar Sharma, Dr. Ellina Samantroy, Dr. Anadi N Sinha, Ms. Pooja Ramchandani and Basudev Mukherjee delivered the lectures in the webinar. The webinar was attended by 61 participants. The webinar was jointly coordinated by **Mr. Santosh Parashar**, Director, ASSOCHAM and **Dr. Ellina Samantroy**, Fellow, VVGNI.



## PUBLICATION

### Labour Force Participation: Measuring the Gender Gap Trends: A Case of ITIs in Uttar Pradesh NLI Research Studies Series No. 161/2024

#### Preface

The study has explored and analyzed dynamics of gender disparities in labour force participation, focusing on the ITI's in the state of Uttar Pradesh, India. The study provides a comprehensive analysis of vocational training as a catalyst for change in the context of gender disparities.



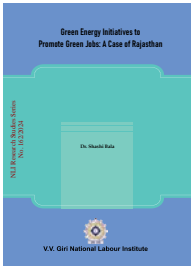
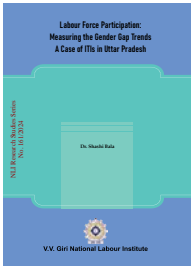
The global call for gender empowerment and India’s female labour force participation rate requires level playing field. The evidence points to a complex interplay of factors, including social norms, education, and economic conditions, which are also observed in the present research. The study provides the rich landscape of literature and highlights the unique nuances that shape gender dynamics in the world of work. The study will be beneficial for all the stakeholders in their endeavour to develop a meaningful strategy for policy formulation aimed at bridging gender gaps in vocational training and sustainable workforce participation in the world of work.

**Green Energy Initiatives to Promote Green Jobs: A Case of Rajasthan**  
**NLI Research Studies Series No. 162/2024**

**Preface**

The present study ‘Green Energy Initiatives to Promote Green Jobs: A Case of Rajasthan’ provides insights into the field survey conducted at the Bikaner and Jaisalmer districts of Rajasthan. Various aspects of initiatives pertaining to developing a green economy are discussed in this report. The government of India has undertaken several initiatives with the aim of promoting clean energy in its efforts towards promoting sustainable development goals. The present study is an attempt to investigate developments, in this direction, at a grass-root level in the State of Rajasthan.

The study has discussed about promotion of green jobs in the context of G20 and highlights some of the policy initiatives of the Indian government that promotes green employment and sustainable growth. It draws attention to some of the initiatives in the Jaisalmer and Bikaner districts of Rajasthan pertaining to green energy and green jobs. The study will help various stake-holders and policy makers in the framing of policies and encourage researchers to engage in research in this sector.



**TRAINING PROGRAMMES**

**LABOUR ADMINISTRATIVE PROGRAMMES (LAP)**

**New Labour Codes and Rules (July 15-16, 2024)**

The programme aimed at enhancing in understanding of the participants on the labour reforms in India. The programme was attended by 27 participants representing labour department officers from different States. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



**Labour Codes and Rules (July 15-16, 2024)**

The programme aimed at providing an orientation to the participants with regard to the context and key features of labour codes and draft rules. The programme was attended by 19 participants from trade unions, industry, academia and state labour administration. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

**Future of Work – Ensuring Decent Work and Social Protection**  
**(July 22-24, 2024)**

The programme aimed at enhancing the understanding and capabilities of social partners to ensure decent working standards in the digital gig economy. The programme was attended by 15 participants representing labour department officers and trade union leaders. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



**Code on Social Security, 2020 and Rules (August 05-06, 2024)**

The programme aimed at equipping the participants with the broad understanding of the key features of the Code on Social Security, 2020. The programme was attended by 15 participants representing state labour department and central trade union leaders. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

**Enhancing Work Efficiency and Effective Delivery**  
**(August 05-09, 2024)**

This programme aimed at strengthening the operational, technical and behavioural Skills of the participants for enhancing their work performances and enable them to play a larger role in the efficient and effective delivery of public services with the demonstration of good governance. The programme was attended by





30 participants representing senior officers from central and state governments, medical officers and young professionals. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

### **Pension Schemes for the Organised and Unorganized Sector (August 07-09, 2024)**

The programme aimed at strengthening the understanding of participants on the different pension schemes for workers in the organised and the unorganised sector. The programme was attended by 06 trade union leaders. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



### **Laws Relating to Equality & Empowerment of Women (August 20-22, 2024)**

The programme aimed at enhancing enforcement competence and skills of Enforcement Officers pertaining to women employees. The programme was attended by 12 participants representing officers working on laws relating to women. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

### **Capacity Building Programme on Implementation of Labour codes (August 21-23, 2024)**

The programme aimed at providing an orientation to the participants with regard to the context and key features of labour codes and draft central rules. The programme was attended by 21 participants representing enforcement officials and labour administrators from the organisation of Chief Labour Commissioner (Central) and Director General (Labour Welfare). **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



### **Wages Policies in India: Special Reference to Code on Wages (August 28-30, 2024)**

The programme aimed at understanding the changes in the wage code and their implications on both workers and businesses. The programme was attended by 21 participants representing government officers and officers of the labour department from central and state /UTs labour department and central and state trade unions, all employees/employers/professionals. **Dr. Dhanya MB**, Fellow was the Course Director.

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

### **Behavioural Skills for Developing Effective Leadership (Indian Navy) (July 29-August 02, 2024)**

The programme aimed at enhancing personal and collective skills needed for effective leadership by way of experiential learning for individual and group leadership. The programme was attended by 09 navy officials. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



### **Fundamentals of Labour Codes (July 29-August 02, 2024)**

The programme aimed at equipping the participants with the context of labour legislation and recent labour jurisprudence. The programme was attended by 39 participants representing HR managers & plant level trade union leaders from public and private sector organisations. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **Developing Positive Attitude for Excellence at Work (September 17-20, 2024)**

The programme aimed at equipping trade union managers and representatives with positive attitudes and skills through experiential learning for organizational development. The programme was attended by 07 participants representing government officials, management personnel, and representatives of trade unions/ associations/ federations from government, public, and private sector organizations. **Dr. Shashi Bala**, Senior Fellow was the Course Director.





## CAPACITY BUILDING PROGRAMMES (CBP)



### Training Workshop on Managing Livelihood and Social Protection in the Light of Climate Change (July 01-05, 2024)

The programme aimed to enhance the competence of social partners in promoting livelihoods and social security amid climate change. It was attended by 24 participants, including academicians, researchers, officers, trade unions, civil society members,



and entrepreneurs. Ms. Katyayani Tripathy, a VVGNI intern under Mr. Khuntia, presented Climate Change and its Impact on Labour and Livelihood on July 1, 2024, sharing insights from her six-week internship during the Training Workshop (July 1-5, 2024). Mr. P. Amitav Khuntia, Associate Fellow, was the Course Director.



### Facilitating Gender Sensitive Environment: A Behavioural Approach (July 08-12, 2024)

The programme aimed at addressing and strengthening the understanding of Gender sensitive environment. The programme was attended by 24 participants representing police personnel of rank such as Station House Officer (SHO), Station Officer (SO), Police Station Incharge, Sub-Inspector, Assistant Sub-Inspector & amp; Head Constable. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

### Leadership Development Programme For Sustainable Development (July 15-19, 2024)

The programme aimed at equipping the participants with growing urbanization; migration of poor families from rural to urban areas is resulting in increasing labour force participation of unskilled women workers. The programme was attended by 33 participants representing social workers, academicians, trade union representatives. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



### New Labour Codes (July 22-26, 2024)

The programme aimed at empowering participants with comprehensive understanding and compliance of the new Labour Codes. The programme was attended by 14 participants representing trade union representatives, labour researchers, officers of the labour department from central and state labour dept., employer's representatives, representatives from PSUs, representatives from the civil society etc. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

### Recent Initiatives towards Codification of Labour Laws in India (July 29-August 02, 2024)

The programme aimed at providing an understanding to the participants with regard to the context, fundamentals and key features of labour codes. The programme was attended by 33 representatives from Central Labour Administration, trade unions, bank employees associations and NGOs. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### Training of Trainers Programme for Rural Educators (July 29-August 02, 2024)

The programme aimed at empowering rural organizers from trade unions. The programme was attended by 13 participants representing rural labour leaders sponsored by trade unions. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



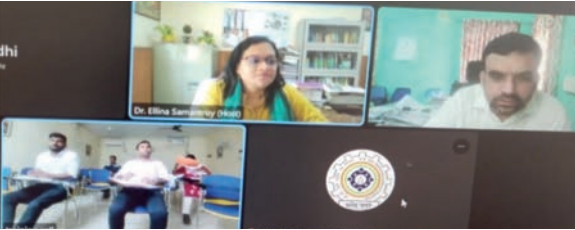
### Leadership Development programme for Rural Educators (July 29-August 02, 2024)

The programme aimed at enhancing personal and collective skills needed for effective leadership by way of experiential learning for individual and group leadership. The programme was attended by 10 participants representing plant level representatives of trade unions/associations/federations from government, public and private sector organizations. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



**Ensuring Social security for All-Understanding International Standards on Decent Work and Social Security (August 12-14, 2024)**

The programme aimed at sensitising the participants about the changing nature of employment, the inequalities arising out of these changes and the need for social protection. The programme was attended by 16 trade union leaders. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



**Labour Codes in India (Online) (August 12-14, 2024)**

The programme aimed at enhancing the understanding of the participants on the process of labour reforms in India and oriented the participants to have an understanding on the key features of various labour codes and the implication of these codes on the labour market. The programme was attended by 07 participants from Naval Dockyard, Mumbai. **Dr. Ellina Samantroy**, Fellow was the Course Director.

**Entrepreneurial Skill Development (August 12-16, 2024)**

The programme aimed at enhancing entrepreneurial mindset, improving capacity for business planning and management, and strengthening readiness for launching and sustaining enterprises, ultimately contributing to self-reliance and local economic development. The programme was attended by 31 participants representing potential entrepreneurs to be identified by the volunteer educators and education officers. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.



**Capacity Building Programme for Unprotected Manual Workers (August 19-23, 2024)**

The programme aimed at empowerment of the representatives of unorganised workers by enhancing their skills and knowledge base as well as understanding about the best practices adopted in organizing the unorganised workers. The programme was attended by 36 participants representing organisations working for unorganised workers. **Dr. Manoj Jatav**, Fellow was the Course Director.



**Gender and Transformative Leadership (August 27-30, 2024)**

The programme aimed at providing a conceptual overview of gender and transformative leadership and enhancing leadership, communication skills, emotional intelligence etc through various behavioral approaches. The programme was attended by 30 participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.



**Social Security for Construction Workers (August 28-30, 2024)**

The programme aimed at enhancing organization building capacity of the construction workers/union activists. The programme was attended by 17 participants representing trade union representative, NGOs and government officials. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.



**Capacity Building Programme for Trade Unions & Civil Society (September 02-06, 2024)**

The programme aimed at enhancing organisation building capacity of the construction workers union. The programme was attended by 22 participants representing government officials, representatives of workers' employers' organizations and civil society representatives. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



**Capacity Building Programme for Effective leadership (September 02-06, 2024)**

The programme aimed at enhancing organisation building capacity of the construction workers union. The programme was attended by 16 participants representing government officials, representatives



of workers’ employers’ organizations and civil society representatives. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



**Skill Development for Youth Employability and Entrepreneurship (September 02-06, 2024)**

The programme aimed at acquainting the young participants with the knowledge, importance and prospects of skill development in enhancing employability and entrepreneurship of youth. The programme was attended by 27 participants representing university students, scholars, young professionals and entrepreneurs from different states of India. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

**Pension Schemes for the Organised and Unorganised Sector (September 09-11, 2024)**

The programme aimed at strengthening the understanding of participants on the different lifecycle related challenges of the workers including income security during old age. The programme was attended by 23 central trade union leaders. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



**Migration and Development: Issues and Perspectives (September 09-11, 2024)**

The programme aimed at developing the capacities of researchers and policymakers by addressing emerging issues in migration, particularly with regard to research and policy concerns. The programme was attended by 19 participants representing young teachers and researchers from universities, colleges research institutions and professionals from various institutions. **Dr. Dhanya MB**, Fellow was the Course Director.

**New Labour Codes: Issues and Perspectives (September 09-13, 2024)**

The programme aimed at providing an understanding to the participants with regard to the context, fundamentals and key features of labour codes. The programme was attended by 31 representatives of NGOs and district and unit level trade unions from industry. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



**Quantitative Data Management and Analytical Writing in Labour Research (September 30-October 04, 2024)**

The programme aimed at enhancing data-handling, analytical and writing skills among stakeholders engaged in planning, implementing and monitoring of the flagship programmes pertaining to the issue of labour. The programme was attended by 41 participants representing research scholars, academicians, NGO practitioners and government officials at district/ state level engaged in planning, implementing and monitoring flagship programmes pertaining to labour. **Dr. Manoj Jatav**, Fellow was the Course Director.

**RESEARCH METHODS PROGRAMMES (RMP)**

**Course on Qualitative Methods in Labour Research (July 01-05, 2024)**

The Course aimed at developing the capacities of young research scholars in the area of qualitative research. It provides an opportunity to go through a rigorous and interactive exercise on understanding various qualitative research tools with special focus on labour research. The programme was attended by 17 participants representing research scholars from different universities. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.





## Course on Research Methods in Labour Studies (September 09-13, 2024)

The course 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 programme was attended by 22 participants representing research scholars, young teachers of universities/colleges/ research organisations and professionals engaged in the field of labour research.

**Dr. Otojit Kshetrimayum**, Fellow was the Course Director.



## NORTH-EASTERN STATES PROGRAMMES (NEP)

### Gender Issues in Labour: A Behavioural Approach for North East Region (July 01-05, 2024)

The programme aimed at addressing and strengthening the understanding of Gender Issues in Labour market. The programme was attended by 27 participants representing trade union leaders from central trade unions and NGOs from north eastern states. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

### Labour Codes: Key Features and Perspectives for North Eastern States (July 08-12, 2024)

The programme aimed at providing an understanding and orientation to the participants with regard to the context and key features of newly enacted labour codes. The programme was attended by 13 representatives of NGOs, Grass roots level NGOs and trade unions from Indian Railways.

**Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



### Understanding Labour Codes and Rules (September 23-27, 2024)

The programme aimed at providing basic understanding to the participants with regard to the context and key features of labour codes. The programme was attended by 14 participants representing State and District level representatives and office bearers from trade unions and NGOs from Arunachal Pradesh and Tripura. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### Fundamentals of Labour Codes for North Eastern States (September 30-October 04, 2024)

The programme aimed at equipping the participants with the context of recent labour reforms and labour codes. The programme was attended by 13 participants representing government officials, representatives from trade union & NGOs from North-Eastern States. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.



## CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)



### Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour (July 24-26, 2024)

The programme aimed at equipping the participants with knowledge and skills for effective identification, release and immediate rehabilitation of Bonded Labour (Adult and Child) and Child Labour. The programme was attended by 14 representatives from Labour Department, Vigilance Committee members,

Police, Revenue Officials, Civil Society Organizations, Child Line, Child Protection Units, Social Welfare Departments, and NCLPs. **Dr. Manoj Jatav**, Fellow was the Course Director.

### Orientation Programme on Responsible Business Practices (September 17-19, 2024)

The programme aimed at equipping the participants with skills and knowledge on various labour laws pertaining to safety and well-being of workers and to effectively prevent and address forced labour and child labour practices in





the supply chains. The programme was attended by 15 representatives from business sector, Export Councils, Chambers of Commerce, Confederation of Indian Industry (CII) Chambers of Commerce, HR and Management personnel from the industries, government officials dealing with industries and Commerce, academicians and scholars of Human Rights. **Dr. Manoj Jatav**, Fellow was the Course Director.



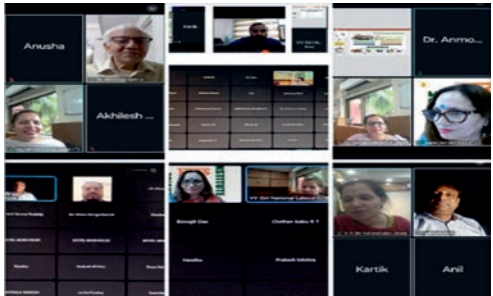
**Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour (September 23-25, 2024)**

The programme aimed at equipping the participants with knowledge and skills for effective Identification, release and immediate rehabilitation of Bonded Labour (Adult and Child) and Child Labour. The programme was attended by 27 representatives from Labour Department, Vigilance Committee members, Police, Revenue Officials, Civil Society Organizations, Child Line, Child Protection Units, Social Welfare Departments, and NCLPs. **Dr. Manoj Jatav**, Fellow was the Course Director.

**COLLABORATIVE TRAINING PROGRAMMES (CTP)**

**Shram Saptaha Poshan Panchayats: An Awareness Programme on Different Schemes of MoL&E, GoI (MANAGE) (Online) (September 10-12, 2024)**

The programme aimed at enhancing the awareness of the schemes of the Ministry of Labour and Employment, GoI. The programme was attended by 50 participants representing panchayat and gram sabha members. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



**INHOUSE TRAINING PROGRAMME**

**Orientation on Basic Computer Applications and MS Office Software (September 23-27, 2024)**

The programme aimed at enhancing skills on basic computer application, MS office software etc. The programme was attended by 30 Indian Navy officials. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

**STUDY VISIT**

**Awareness Workshop on Labour Studies (TILS) (September 20, 2024)**

The workshop aimed at educating participants about key concepts and trends in labour studies, fostering a deeper understanding of the labour market and its dynamics. The workshop was attended by 40 participants representing masters' students from Tamil Nadu Institute of Labour studies (TILS), Tamil Nadu. **Dr. Dhanya MB**, Fellow was the Course Director.



**OTHER PROFESSIONAL ENGAGEMENTS**

**Professional Engagements of Faculty Members**

**Dr. Sanjay Upadhyaya, Senior Fellow**

- Attended the Special Lecture on 'Future of Employment: Challenges and Opportunity' delivered by Professor Sanjai Kumar Bhatt, Delhi School of Social Work, organised by the Institute on the occasion of foundation day celebration of the institute on July 3, 2024.
- Attended the regional meeting with States/UTs chaired by Hon'ble Minister of State for Labour and Employment on Gaps and divergences in rules under various Labour Codes during September 05-06, 2024 at Chandigarh.
- Attended the regional meeting with States/UTs chaired by Secretary, Labour and Employment on Gaps and divergences in rules under various Labour Codes on September 20, 2024 at Bhubaneshwar .



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

- As a nominated Member of VVGnLI's Annual Capacity Building Plans (ACBPs), facilitated the accreditation of VVGnLI by CBC and participated in the certificate giving ceremony 'Capacity Building Commission Civil Service Training Institutions Convention' on August 12, 2024 at Vigyan Bhawan, New Delhi.
- Participated in the Western Regional Conference organized by the Ministry of Labour and Employment with States/UTs on Labour Codes and Rules on September 15, 2024 at Rajkot .

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

- Attended 2<sup>nd</sup> review meeting of the Labour Welfare Scheme and presented a study on the 'Vulnerability Mapping and Identification of Alternative Livelihood for Beedi Workers in Telangana' on July 8, 2024 under the chairpersonship of Secretary, MoLE at the Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.
- Attended a Meeting with ILO, New Delhi on Research Project on 'Mapping of Social Welfare Schemes for Domestic Workers in The State of Bihar and Study on Accessibility of Schemes' on August 6, 2024 at the Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.
- Attended an online meeting with ILO, New Delhi on 'Mapping of Social Welfare Schemes for Domestic Workers in the State of Bihar and Study on Accessibility of Schemes' on August 12, 2024.
- Attended a video conference (VC) to discuss a brief overview of the presentation for the 7th Meeting of the Taskforce on 'Improving Female Workforce Participation in India' on August 21, 2024 organised by Ministry of Labour Employment New Delhi.
- Attended a meeting under the chairpersonship of Director ILO, New Delhi on VVGnLI-ITC collaboration on August 22, 2024 at ILO, New Delhi
- Made a presentation in the 7<sup>th</sup> meeting of the Task Force for Improving Female Workforce Participation in India on August 23, 2024 at the Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.
- Attended online meeting with DGFASLI on 'Performance Evaluation Report of CLI & RLIs in Consultation with VVGnLI' on August 27, 2024.
- Presented a paper on 'Ensuring Social Protection for Women Workers in India: Policy Perspectives and Way Forward' in National Seminar on Women and Employment in India organized by Centre for Development Studies, Department of Economics, Rajiv Gandhi University, Itanagar and Centre for Gender Studies, Institute for Human Development, New Delhi held during September 3-5, 2024 at Itanagar, Arunachal Pradesh.
- Expert in a Workshop for 'Evaluation of Proposal on Women in the Unorganised Sector' held on September 17-19, 2024. at National Commission for Women, New Delhi.
- Attended a meeting of the Ministry of Labour and Employment and the International Labour Organisation (ILO) under the Chairpersonship of Additional Secretary, MoLE to discuss about the Memorandum of Understanding (MoU) between VVGnLI and ITC-ILO, Turin on September 18, 2024 at Shram Shakti Bhawan, New Delhi.
- Attended a meeting with CLC on 'The Implementation of the Maternity Benefit Act' on September 25, 2024 at Office of the Chief Labour Commissioner, New Delhi.

### **Dr. Dhanya M.B, Fellow**

- Attended Webinars on 'Wage Policies to Tackle Gender Pay Gaps' and 'Living Wages and the ILO Principles of Wage-Setting Processes' on July 4 and July 11 2024, respectively, organized by ILO-ITC, Geneva.
- Participated in the webinar on the 'AI-powered Skill India Digital Hub (SIDH) for a Future-Ready Workforce' on July 4, 2024 jointly organized by the ILO, World Bank, UNESCO, and NSDC.
- Invited as a panel speaker at the 'Workshop on the Gig Workers Bill 2024' on August 7, 2024 organized by the Labour Commissionerate (Government of Kerala), at Mascot Hotel, Trivandrum.
- Presented the ILO-VVGnLI proposed study on 'Gig and Platform Workers', on August 7, 2024 during an online meeting chaired by the Additional Secretary, Ministry of Labour & Employment.
- Attended the first meeting of the Working Group on August 12, 2024 jointly organized by the Ministry of Micro, Small and Medium Enterprises (MSME) and the Ministry of Housing and Urban Affairs, under the chairmanship of the Joint Secretary (AFI), Ministry of MSME at Udyog Bhawan, New Delhi to prepare for the 4<sup>th</sup> National Chief Secretaries Conference.
- Participated in the online meeting of the MSME Subgroup chaired by the Deputy Director General (DDG), Ministry of Micro, Small and Medium Enterprises on August 20, 2024.
- Attended the online meeting of the Gig Economy Subgroup chaired by the DDG, Director General (Employment) in preparation for the National Chief Secretaries Conference, on August 20, 2024.



- Participated in the online meeting of the Gig Economy Subgroup chaired by the DDG, Director General (Employment) on August 23, 2024.
- As a Working Group Member, attended the third meeting chaired by the Secretary, Ministry of Micro, Small and Medium Enterprises held on August 27, 2024 at Udyog Bhawan, New Delhi.
- Participated in the meeting chaired by the Secretaries of both the MSME and the Ministry of Housing and Urban Affairs with the state government representatives on August 30, 2024 at Vanijya Bhawan, New Delhi
- Delivered a presentation on 'Platform Employment in India' at the second meeting (webinar) of the BRICS Network of Labour Research Institutes on August 27, 2024 hosted by the All-Russia Scientific Research Institute of Labour under the Ministry of Labour and Social Protection of the Russian Federation, as part of Russia's 2024 BRICS presidency.

#### Dr. Otoj Kshetrimayum, Fellow

- Led a visit to 'Explore the Significance of Social Dialogue in Industrial Relations and the role of the International Labour Organization (ILO) in Promoting Social Dialogue, drawing from both Indian and International Perspectives' on August 14, 2024.
- Participated in the Training Programme on 'MOOC on Human Rights Due Diligence for Decent Work' organised by ITC-ILO during September 30- October 11, 2024.

#### Shri Amitav Khuntia, Associate Fellow

- Participated in the PAB Meeting for Reviewing the Performance, Contract extension & granting 2nd annual increment to Batch 6 YPs (DGE) on July 11, 2024 at Shram Shakti Bhawan, Ministry of Labour and Employment, New Delhi.
- Completed the Faculty Development Programme on the iGot (Karmayogi) Platform on August 19, 2024.
- Participated in the 'Consultation Meeting on Revamping Shram Suvidha and Samadhan Portals' on September 17, 2024 in the Ministry of Labour and Employment, New Delhi.
- Participated in the Poetry Recitation on the occasion of Hindi Pakhwada 2024 in the institute on September 20, 2024.

### SPECIAL ACHIEVEMENTS

#### राजभाषा सम्मान (23 August, 2024)

वी. वी. गिरि राष्ट्रीय श्रम संस्थान को वर्ष 2023-24 के दौरान राजभाषा हिंदी के कार्यान्वयन में उत्कृष्ट कार्य निष्पादन के लिए नगर राजभाषा कार्यान्वयन समिति (कार्यालय), नौएडा द्वारा दिनांक 23 अगस्त 2024 को राष्ट्रीय होटल प्रबंध एवं कटरिंग टेक्नोलॉजी परिषद, सैक्टर-62, नौएडा में आयोजित नराकास (कार्यालय), नौएडा की 47वीं बैठक में द्वितीय पुरस्कार से सम्मानित किया गया।



श्री विजय कुमार, अध्यक्ष, नगर राजभाषा कार्यान्वयन समिति (कार्यालय), नौएडा से पुरस्कार ग्रहण करते हुए डॉ. अरविंद, महानिदेशक, वीवीजीएनएलआई

#### वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा हिंदी पखवाड़ा – 2024 का आयोजन (14-30 September, 2024)

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा 14 – 30 सितंबर 2024 के दौरान हिंदी पखवाड़ा – 2024 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। हिंदी पखवाड़ा – 2024 के संबंध में 13 सितंबर 2024 को परिपत्र जारी किया गया एवं उसके माध्यम से सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं में हिस्सा लेने का आह्वान किया गया।



हिंदी पखवाड़ा – 2024 के दौरान कुल सात प्रतियोगिताएँ आयोजित की गयीं तथा इन प्रतियोगिताओं में संस्थान के संकाय सदस्यों, अधिकारियों एवं कर्मचारियों सहित कुल 35 लोगों ने हिस्सा लिया और इनमें से 24 सदस्य कोई न कोई पुरस्कार हासिल करने में सफल रहे। निबंध एवं पत्र-लेखन प्रतियोगिता में श्रीमती निधि अग्रवाल ने प्रथम, सुश्री अंजली तिवारी ने द्वितीय एवं श्रीमती मंजू सिंह ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में श्री वैभव रैना ने प्रथम एवं श्री अभिशेक रॉय चौधुरी ने द्वितीय स्थान प्राप्त किया। सामान्य टिप्पण एवं आलेखन प्रतियोगिता में श्रीमती गीता अरोड़ा ने प्रथम, श्री राजेश कुमार कर्ण ने द्वितीय एवं श्री जगत सिंह ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी



प्रतियोगियों में श्री वैभव रैना ने प्रथम एवं श्री अभिशोक रॉय चौधुरी ने द्वितीय स्थान प्राप्त किया। सुलेख एवं श्रुतलेख प्रतियोगिता में श्री कृष्ण कुमार ने प्रथम, श्री नवल भगत ने द्वितीय एवं श्री हरीश सिंह ने तृतीय स्थान प्राप्त किया।

स्वरचित कविता पाठ प्रतियोगिता में श्री सतीश कुमार ने प्रथम, श्री राजेश कुमार कर्ण ने द्वितीय एवं श्री दिगम्बर सिंह बिष्ट ने तृतीय स्थान प्राप्त किया। राजभाषा एवं सामान्य ज्ञान प्रतियोगिता में श्री नरेश कुमार ने प्रथम, श्री प्रवीण पाण्डेय ने द्वितीय एवं श्री मनवीर सिंह भंडारी ने तृतीय स्थान प्राप्त किया। हिंदी टंकण एवं वर्ग पहेली प्रतियोगिता में श्रीमती निधि अग्रवाल ने प्रथम, श्री नरेश कुमार ने द्वितीय एवं श्री दिगम्बर सिंह बिष्ट ने तृतीय स्थान प्राप्त किया। त्वरित भाषण प्रतियोगिता में श्री अजय कुमार यादव ने प्रथम, श्रीमती मंजू सिंह ने द्वितीय एवं श्रीमती राजेश्वरी ने तृतीय स्थान प्राप्त किया। इसके अतिरिक्त, प्रत्येक प्रतियोगिता में प्रोत्साहन पुरस्कारों का भी प्रावधान किया गया था।

अपरिहार्य कारणों से हिंदी पखवाड़ा – 2024 के पुरस्कार वितरण समारोह को 07 अक्टूबर 2024 को आयोजित किया गया। इस अवसर पर एक कविता पाठ का भी आयोजन किया गया, जिसमें अतिथि कवियों श्री उपेन्द्र मिश्र एवं डॉ. ईश्वर सिंह के साथ-साथ हिंदी पखवाड़ा के दौरान आयोजित स्वरचित कविता पाठ प्रतियोगिता के विजयी प्रतियोगियों के द्वारा विभिन्न विषयों पर अपनी-अपनी काव्यात्मक प्रस्तुति दी गई।

अंत में, संस्थान के महानिदेशक डॉ. अरविंद ने सभी पुरस्कार विजेताओं को बधाई देने के साथ ही राजभाषा हिंदी के प्रचार-प्रसार को बढ़ावा देने के संबंध में अपने विचार रखे तथा सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी के अधिकाधिक प्रयोग का आह्वान किया।



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