



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

The Global Gender Gap – An Overview

The 15th edition of the Global Gender Gap (GGG) Report 2021 was released by the World Economic Forum (WEF) recently. The analysis presented in the Report is based on a methodology integrating the latest statistics from the international organisations and a survey of executives. The GGG Index was first introduced by the WEF in 2006 as a framework to benchmark the progress on disparities between women and men across countries and over time. It measures scores on a 0 to 100 scale and scores can be interpreted as the distance to parity (i.e. the percentage of the gender gap that has been closed).

The GGG Index 2021 benchmarks 156 countries across four thematic dimensions - Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. This year's report aims to keep the focus on consistent measurement of gender gaps while providing new data to point to emerging and concerning trends in the labour market. As per this latest report, the overall gender gap is now been projected to close in 135.6 years as compared to the earlier forecast of 99.5 years cited in the previous report. Preliminary evidence suggests that the health emergency and the related economic downturn due to the COVID-19 pandemic across the globe, have impacted women more than men, whereby partially re-opening gaps that had already been closed.

The gender gap in Political Empowerment remains the largest of the four gaps tracked, with only 22% closed to date. The gap has widened by 2.4 percentage points as per the 2021 report vis-a vis the 2020 report. At the current rate of progress, the WEF estimates that it will take about 145.5 years to attain gender parity in this arena.

Though 58% of this gap has been closed, the Economic Participation and Opportunity gap remains the second-largest gap tracked by the index. The gap did see an improvement over the last one year, At the current rate, it may take another 267.6 years to close the gap completely.

In Educational Attainment, 95% of this gender gap has been closed globally, with 37 countries already at parity. The index estimates that on its current trajectory, it will take another 14.2 years to completely close this gap.

In Health and Survival, 96% of this gender gap has been closed, registering a marginal decline since last year and the time to close this gap remains undefined.

Iceland continues to be the most gender-equal country in the world for the 12th time. The top 10 gender-equal countries with the scores are - Iceland (89.2%), Finland (86.1%), Norway (84.9%) New Zealand (84.0%), Sweden (82.3%), Namibia (80.9%), Rwanda (80.5%), Lithuania (80.4%), Ireland (80.0%) and Switzerland (79.8%). The Middle East and North African Countries continue to be at the lower rung. Afghanistan, Guyana and Niger are the three new countries which figure in the list of 156 countries in this year's report..



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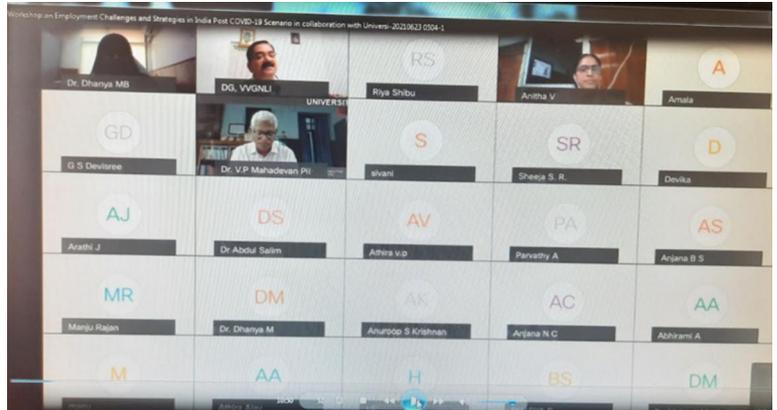
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INDRADHANUSH

SPECIAL EVENTS

Online Workshop on Employment Challenges and Strategies in India: Post COVID-19 Scenario (June 23-24, 2021)

The Online 'Workshop on Employment Challenges and Strategies in India: Post COVID-19 Scenario' was organized jointly by the V.V. Giri National Labour Institute, NOIDA and University of Kerala, Thiruvananthapuram. The specific objectives were to: (i) provide an overview of post COVID -19 Scenario of emerging trends in employment at the national and state level; (ii) acquire knowledge about Post COVID Labour Market dynamics in India; (iii) understand the pattern and complex phenomenon of employment, especially female employment; (iv) capacity building to undertake labour market surveys and strategies in employment generation.



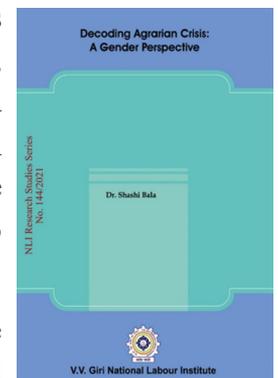
Dr H Srinivas IRPS, Director General, VVGNI delivered the presidential address followed by the inaugural address by **Shri V. P. Mahadevan Pillai**, the Vice Chancellor, University of Kerala. The sessions were delivered by **Dr S K Sasikumar**, Senior Fellow, VVGNI; **Dr Helen Shekhar**, Senior Fellow, **Dr. Manju S. Nair**, Professor, and Dean, University of Kerala; **Dr Anuja Sreedharan**, Associate Professor, Ramaiah College of Law; **Dr Dhanya MB**, Associate Fellow, VVGNI; **Dr. Dipa Sinha**, Ambedkar University, New Delhi on different themes on labour market and COVID 19 scenario. Fifty Seven Participants including faculties and Researchers specializing in labour market studies attended the workshop. **Dr Dhanya M B**, Associate Fellow, VVGNI and **Dr. Anitha V**, Professor & Head, University of Kerala were coordinated the workshop.

PUBLICATION

Decoding Agrarian Crisis: A Gender Perspective NLI Research Studies Series No. 144/2021

Gender inequality in the agriculture sector exists in the form of very few land rights held by women, difficulty in accessing the resources such as raw materials, finance, machinery, etc., non-payment or low payment of work, insecurity in employment and lack of decision making power. Women's work is never valued as a result they are often involved in non-productive activities. The type of employment in which women are involved especially in agriculture is decided based on gender which is an injustice to women.

The present research study focuses on the inequalities faced by women in the agriculture sector which causes great loss to the economy as well as to the society. The role played by women in agriculture is very effective and if they are provided equal opportunities the nations can fight hunger and poverty in a sustainable way. The present study is an attempt to promote and implement a fair and equitable approach towards gender dimensions. We are hopeful that the present research will be beneficial for all the stakeholders in their endeavor to reduce the existing gender inequalities in the agriculture sector.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Laws Relating to Equality and Empowerment of Women

(May 03-07, 2021)

The specific objectives of the programme were to: (i) discuss gender issues in labour; (ii) develop understanding with regard to new directions in labour laws and judicial; (iii) interpretations with specific emphasis on women workers; (iv) develop strategies for effective enforcement of laws related to women workers. The training programme was attended by eighteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Strengthening Awareness on Labour Codes

(May 17-20, 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. The programme was attended by eighteen participants representing the labour officials from central and state labour departments, industry and researchers. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Understanding New Labour Codes and Rules

(June 01-04, 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 sixty five participants representing the labour officials from central and state labour departments, employers' organisations, trade unions, industry and researchers. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Code on Social Security, 2020

(June 01-04, 2021)

The specific objectives of the programme were: (i) discuss the major objectives and features of the SS Code; (ii) analyze the various social security schemes under the Code with reference to organized and unorganized sector, the coverage and registration processes for each of the benefits; (iii) discuss the role of the different social security organization/bodies to administer the social security schemes and penalty provisions for different offences; (iv) understand the reforms/changes that have been made in the Code and how the reforms will address the issues of the workers and also how the Code will impact the employers and their businesses. The programme was attended by twenty participants representing Labour Enforcement Officials from Central and State/UTs Labour Departments. **Dr. Ruma Ghosh**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMME (IRP)

Capacity Building Programme on Enhancing Work Proficiency

(June 14-18, 2021)

The specific objectives of the programme were to: (i) have familiarity with the changes and trends in industrial relations; (ii) sharpen skills of leadership and managing finance.; (iii) discuss the role of Trade

Unions in emerging economic political scenario; (iv) manage Anger, Time & Stress. The training programme was attended by six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Creation of Employment Opportunities: Learning from International Experiences

(June 07-11, 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 when they started developing; (iv) see if we could learn anything from them. The training programme was attended by twenty two participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Informality, New Forms of Work and Social Protection

(June-28-30, 2021)

The specific objectives of the programme were to: (i) provide an overview of the changing nature of employment, the existing inequalities in the labour market with regard to employment and the need for social security and protection; (ii) sensitize the participants on the various international labour standards/instruments as well as good practices in the area of social security and protection; (iii) develop insight on the existing national policies and legal instruments in the area of social security and protection of workers; (iv) discuss strategies for the promotion of decent work and practices that fulfill the guidelines of the SDGs. The programme was attended by fourteen participants representing Central and State Labour Departments and Central Trade Unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Gender Responsive Budgeting

(June 28- July 02, 2021)

The specific objectives of the programme were to: (i) discuss gender issues in Labour ; (ii) identify gender budgeting initiatives of government of India; (iii) discuss concepts, tools and methods of gender budgeting; (iv) discuss the importance of gender budgeting and women empowerment. The training programme was attended by fourteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Enhancing Competence of Youth Employability Skills, 2020

(June 28-July 02, 2021)

The major objectives of the programme were to: (i) develop employability skills, (ii) enhance personality, leadership and communication skills and (iii) understand the world of work. The programme was attended by twenty nine students from Universities/Colleges and Research Institutions. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP)

Capacity Building Programme on Rehabilitation of Rescued / Released Bonded Labour and Child Labour

(June 22-24, 2021)

The objectives of the Programme were to: (i) enhance understanding on the various dimensions of vulnerability to Child Labour and Bonded Labour; (ii) impart knowledge on various government related

schemes to reduce vulnerability to child labour and bonded labour; (iii) identify major gaps in rehabilitation process and discuss solutions towards strengthening the efforts of implementing NCLP Scheme and on Central Sector Scheme on Bonded Labour Rehabilitation (2016); (iv) discuss the importance of education and livelihood generation as key components of successful rehabilitation and share best practices from across the country. Eighty-three participants attended this training programme. **Dr. Helen R. Sekar** was the Course Director.

NORTH-EASTERN STATES PROGRAMME (NEP)

Gender, Work and Social Protection

(June 7-10, 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 thirty five participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Fundamentals of Labour Codes

(June 23-25, 2021)

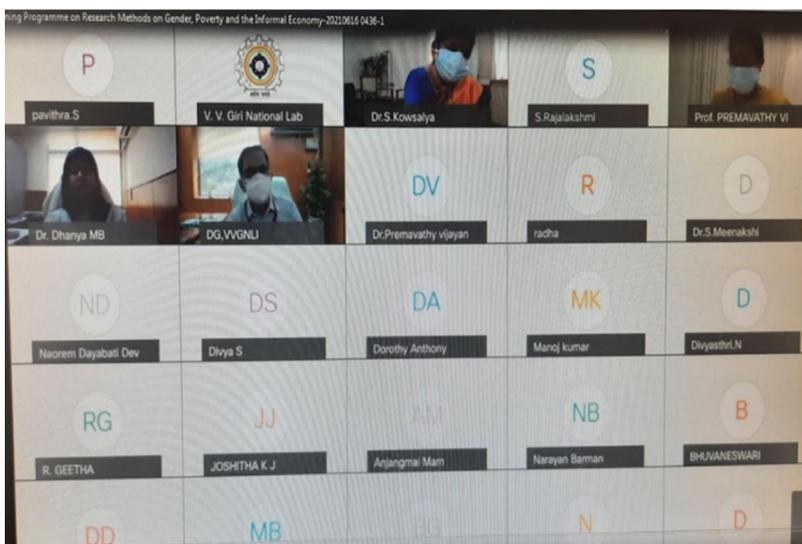
The specific objectives of the programme were to: (i) acquire the knowledge of substantive as well as procedural contents of Wage Code. ; (ii) have an understanding of Social Security Code; (iii) develop an insight into the Industrial Relations Code; (iv) gather an understanding of the law relating to Occupational safety and Health Code; (v) understand labour codes and its impacts on workers and employers. The training programme was attended by seventeen participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMME (CTP)

Research Methods on Gender, Poverty and informal Economy

(June 16-18, 2021)

The Online Research Methods on Gender, Poverty and informal economy was organized jointly by the V.V. Giri National Labour Institute, NOIDA and Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore. The objectives of the programme were to: (i) provide a structural analysis of the complex relationships between informality, gendered relations of power and poverty; (ii) develop sufficient understanding of research methods particularly, compares and contrasts analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy. (iii) understand various concepts and theories related to gender, poverty and the



informal economy research. (iv) to learn an overview of qualitative and quantitative research methods. The workshop began with the Presidential address by **Dr. H Srinivas**, Director General, VVGnLI, and was inaugurated by **Dr. Premavathy Vijayan**, Vice-Chancellor, Avinashilingam Institute. It was followed by the Special Address by **Dr. S.Kowsalya**, Registrar, Avinashilingam Institute. Eighty-three participants including young teachers and researchers from universities, colleges/research institutions, and professionals from various institutions participated. **Dr. S. Rajalakshmi**, Associate Professor and Head, was the coordinator from Avinashilingam Institute. **Dr. Dhanya MB**, Associate Fellow, VVGnLI was the Course Director of the programme.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Director General

- Addressed the participants in the Inaugural/Valedictory Sessions of the online Training Programs conducted during May and June, 2021.
- Attended the BRICS ‘Employment Working Group’ meeting under Indian presidency 2021 chaired by Secretary, MoL&E during May 11-12th, 2021.
- Represented India in the 84th Board meeting of the International Training Centre, International Labour Organisation on May 24, 2021.
- Attended a meeting on May 25, 2021 chaired by Shri Ratan P. Watal, Member Secretary, Economic Advisory Council to the Hon’ble Prime Minister (EAC-PM) to discuss regarding the ‘Impact Assessment Study of Labour Reforms undertaken by the States’.
- On June 8, 2021, attended the meeting chaired by the Central Vigilance Commissioner in the Satarkata Bhawan as a member of the Committee constituted by the Central Vigilance Commission to ‘Study the Welfare of Outsourced Persons Hired through Private Agencies’. Also attended several meetings during May and June 2021 and contributed significantly to the submission of the report.
- As a member of the committee, attended the 1st meeting of ‘Expert Group on Fixation of Minimum Wages and National Floor Wage’ on June 14, 2021 and second meeting on June 28, 2021 and made interventions through Power Point Presentation.
- Being a member of Central Apprenticeship Council, (CAC) attended the 37th meeting chaired by the Hon’ble Minister for Skill Development & Entrepreneurship on June 28, 2021).
- Attended the 2nd meeting of ‘Senior Management Committee (SMC)’ chaired by Vice Chairman NITI Aayog on June 29, 2021.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Attended the 'BRICS Employment Working Group Meeting under Indian Presidency, 2021', Ministry of Labour and Employment, Government of India, New Delhi, May 11-12, 2021
- Attended 'Meeting with Leading Think Tank on Fight Against COVID-19 Pandemic and its Economic Impact', NITI Aayog, May 18, 2021.
- Member of the 'Award Committee, Prof. C.R. Rao National Award in Statistics for Young Statisticians', Ministry of Statistics & Programme Implementation, Government of India, May- June 2021.
- Attended the 'Expert Group Meeting of the Labour Bureau Surveys', Ministry of Labour and Employment, Government of India, June 04, 2021.

Dr. Helen R. Sekar, Senior Fellow

- Participated in the on-line Workshop organized by the Bharathidasan University, Tamilnadu on "Covid-19 Impact in Society" during May 20-21, 2021.
- Participated in the interactive discussion with Dr. Vishwa Mohan Katoch (Former Director General - ICMR, on "Need for Socio-Behavioural Transformation: Pandemic and Beyond" organized by CFI on May 22, 2021
- Participated in the Panel Discussion on "Collecting Data from Women and Girls Remotely: Lessons from the Field" organized by the IWWAGE on June 2, 2021
- Participated in the Virtual Social Work Conclave on "Issues and challenges in the Field Work Practicum in Current Scenario" on the June 8, 2021 organized by Bharathidasan University, Tamilnadu
- As a Panellist, participated in the Virtual National Consultation on 'Issues and Challenges of Child Labour Eradication in India" on June 12, 2021 on the World Day Against Child Labour (WDACL)

Dr. Ruma Ghosh, Fellow

- Attended the 'BRICS Employment Working Group Meeting 2021', organized under the Indian Presidency by the Ministry of Labour and Employment, Government of India, New Delhi during May 11-12, 2021.
- Attended the Webinar on 'Towards Shock-responsive Social Protection: Lessons from the COVID-19 Response in Six Countries' organized by Oxford Policy Management on June 24, 2021.

- Participated in the Fourth Joint Conference organized by Institute for Economic and Social Research (IESR), Jinan University and the Global Labor Organization (GLO) on Social Safety Net and Welfare Programs during June 24 - 26, 2021.

Dr. Ellina Samantroy, Fellow

- Participated a panel discussion on Migrant Workers, Labour Rights, and Policy: Impact and Way Forward organised by Impact and Policy Research Institute (IMPRI) held on May 01, 2021.
- Attended 1st BRICS Employment Working Group Meeting held on May 11, 2021.
- Attended WEDGE-emerge Seminar on book discussion titled 'The Rise and Decline of Patriarchal Systems: An Intersectional Political Economy' (Nancy Folbre, 2021) held on May 21, 2021 organised by University of Maryland, United States of America.

Dr. Otojit Kshetrimayum, Fellow

- Attended meeting of the Performance Appraisal Board (PAB) for reviewing the Performance and Contract Extension of Batch IV Young Professionals engaged with Model Career Centres (MCCs) across India, DGE and NICS on June 22, 2021 under the Chairpersonship of Special Secretary (L&E)/ DG (E), MoL&E over Video Conference.



एक कदम स्वच्छता की ओर

“स्वच्छ भारत अभियान” “MISSION SWACHH BHARAT”

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

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

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA