



# इन्द्रधनुष

# INDRADHANUSH

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Gender, Work and Care: Revisiting Employment Law and Policy

The global commitments on achieving the Sustainable Development Goals (SDGs) by 2030 focus on poverty and tackling inequality and injustice. SDG number 5 aims to 'Achieve Gender Equality and Empower all Women and Girls' and the need to recognize and value unpaid care is critical for ensuring economic empowerment and well-being of women. The recent report of the ILO on Care Work and Care Jobs: The Future of Decent Work (2018) emphasize that care work, both paid and unpaid is crucial to the future of decent work, particularly in countries that experience low labour market participation of women and women's secondary status in the labour markets. In the Global Gender Gap ranking of the World Economic Forum, India reported a slip of 21 places from the previous year. The ranking on Economic Opportunity and participation was 139 amongst 145 countries in 2017 which raises many questions on access to economic resources and labour market participation of women. It is equally disturbing to note that women's participation in wage employment has been considerably low in comparison to men in both rural and urban areas.

The female labour force participation in India as recorded in National Employment and Unemployment Surveys conducted by the National Sample Survey Office shows women's labour force participation fell in rural areas from 52.5 percent in 2004-05 to 39.9 percent in 2009-10 to 37.8 percent in 2011-12 in the working age population (15-59 age group). In the urban areas, there was a decline in female labour force participation from 26.1 percent in 2004-05 to 21.0 percent in 2009-10, though there was a marginal increase to 22.2 percent in 2011-12 in the working age group. Contrastingly, the domestic duties participation for women in rural areas increased from 53 percent in 2004-05 to 62 percent in 2011-12 and remained constant at 65 percent in both 2004-05 and 2011-12 in urban areas. The unequal distribution of care work, both paid and unpaid, is a crucial dimension of gender and class inequality. It is observed that most of the unpaid care work across the world is carried out by women and girls and prominent among socially disadvantaged groups which not only deprives them from educational opportunities but also discourages them to continue in the labour market thereby hampering their well-being.

However, the major challenge in India is the expanding informal economy and the concentration of women in the informal sector. In the wake of these challenges, the recent amendment in the Maternity Benefit Act 2017 is indeed a positive step for protecting the rights of women labour. But women in India have innumerable invisible barriers that restrict them to participate in paid employment. Though questions of care have received greater attention in policy agendas of developed nations, yet, such questions also need to be addressed in the context of developing countries where women are often engaged in vulnerable employment and lack decent working opportunities. Such initiatives would contribute in addressing the issue of inequality and protecting 'care rights' from a broader human development perspective. In this context, there is an urgent need to reconsider care policies and introduce state sponsored care for women and men with younger children. There is a need for allocation of funds towards strengthening care facilities including women working in the informal sector, specifically inclusion of the informal women workers within the ambit of expenditure on social sector. Moving beyond the Maternity Leave provisions to encouragement of parental leave policies can contribute towards redistribution of household unpaid work and care. The incorporation of care into the employment laws and transformative policies are central to promote gender equality and ensure well-being of workers.



## SPECIAL EVENTS

### Panel Discussion on Strategies for Providing Social Security to Unorganised Workers (May 01, 2018)

A panel discussion on **Strategy for Providing Social Security to Unorganised Workers** was organized by V.V. Giri National Labour Institute (VVGNI) at Pravasi Bharatiya Kendra, New Delhi on May 1, 2018. The panel discussion was held as part of the broader International Labour Day celebration organised by the Ministry of Labour and Employment, Government of India. The panel discussion was moderated by **Dr. H. Srinivas**, Director General, VVGNI. Following eminent panelists and subject matter specialists joined the panel discussion as special invitees:



1. **Ms. Dagmar Walter**, Director ILO Decent Work Technical Support Team for South Asia and Country Office for India;
2. **Prof. S.K. Mehrotra**, Centre for Informal Sector and Labour Studies, Jawaharlal Nehru University (JNU);
3. **Shri Virjesh Upadhyay**, All-India General Secretary, Bhartiya Mazdoor Sangh (BMS);
4. **Dr. A. Didar Singh**, Former Secretary General, FICCI, and Member Global Commission on Future of Work;
5. **Ms. Manali Shah**, Head of Urban Work Division, Self-Employed Women's Association (SEWA);
6. **Shri Rajit Punhani**, Joint Secretary and Director General Labour Welfare (DGLW)

There was complete unanimity among the Panelists with regard to a universal social security, as this would bring a distributive justice. It was emphasised that some of the countries which were earlier of the opinion that social security schemes would hinder growth, have now started rethinking and India's initiative in this regard is a welcome step. However, the panelists stressed that effective implementation and enforcement is a key issue and a proto-type of the universal security scheme may be piloted in select regions and states before scaling up to cover the entire country. Further, a tripartite implementation mechanism may be inbuilt into the scheme for better identification of workers leading to extension of coverage of the hard to reach groups. Moreover, availability of adequate finance to fund the social security schemes was one of the concern flagged by some of the Panelists. There was an agreement that the convergence and coherence between the existing central and state government schemes, provision of cess and other financing mechanism and the concept of extended workmanship and extended ownerships would help address the resource constraint issue to a great extent.

### Release of VVGNI Publications during May Day Celebration (May 01, 2018)

Two of the VVGNI publications, VVGNI Policy Perspectives (Special Issue on Social Security for Labour in India) and Child Hope (Quarterly Newsletter on Child Labour) were released during the May Day Celebration organized by the Ministry of Labour and Employment. Shri Nitin Gadkari, Minister of Road Transport and Highways and Shri Santosh Kumar Gangwar, Minister of State for Labour & Employment (Independent Charge) released the publications.



## Swachhata Pakhwada (May 01-15, 2018)

V.V.Giri National Labour Institute organised a Swachhata Pakhwada during May 1-15, 2018 under the chairmanship of **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute. The campus was divided into nine pockets/areas and a committee for each pockets/areas was formed to ensure the participation of each and every employee and an action plan was prepared accordingly. Each pocket was monitored by faculty members and officers of the Institute. The various activities performed during the Swachhata Pakhwada included -Swachhata Pledge, Shram Dan, Drawing Competition on Clean and Green campus, Tree Plantation etc. All the faculty, officers and employees of the Institute participated in the Swachhata Pakhwada and undertook major activities to maintain the campus clean, keep the garden areas green and sustain this Mission with participation of the entire staff. The campus was divided into nine pockets and a team of faculty/officers/staff was made a part of the identified pockets to ensure that each and every employee of the Institute participated in the Swachhata Pakhwada. Each pocket was monitored by faculty members and officers of the Institute. After the Swachhata Pakhwada, all the nine pockets were surveyed by the Director General for adjudging the best maintained pockets and three awards – first, second and third were awarded to the best adjudged, including one consolation prize for the fourth team as follows:



- First Prize – Dr. Poonam S. Chauhan, Senior Fellow & Team for Seminar Block & adjacent area  
Dr. Sanjay Upadhayaya, Fellow & Team for Hostel Block & Sub-Station area
- Second Prize – Dr. Ruma Ghosh, Fellow & Team for Residential Block and adjacent areas  
Dr. Shashi Bala, Fellow & Team for Garden/ Playing Area behind Library and Hostel Block
- Third Prize – Dr. Helen R. Sekar, Senior Fellow & Team for Auditorium Area and Garden of Library Block  
Shri P. Amitav Khuntia, Associate Fellow & Team for Roads & Garden of Administrative Block
- Consolation Prize – Dr. Dhanya M.B., Associate Fellow & Team for Library Block and adjacent areas

## International Yoga Day Celebration (June 21, 2018)

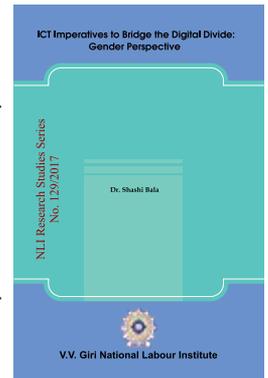
The 4<sup>th</sup> International Yoga Day has been observed on June 21, 2018 at the V.V. Giri National Labour Institute, Noida. Around 150 officials and trainees participated in the Yoga Day celebration with great enthusiasm. **Dr. Ellina Samantroy**, Faculty of the Institute proposed the welcome address. **Dr. H. Srinivas**, Director General addressed the gathering and emphasized the importance of Yoga and its benefits in the daily lives of each and everyone and requested the participants to make it a part of their lives and practice it daily. **Shri Muneshwar Kumar** and **Smt. Gita Bisht** pioneered the Yoga exercises and the same was performed by all the participants. The programme concluded with a message to all the participants for practicing yoga and yogic exercises in their everyday lives for healthy living and well-being.



## PUBLICATION

### ICT Imperatives to Bridge the Digital Divide: Gender Perspective NLI Research Studies Series No.129/2017

ICT seems neutral with respect to gender, race, location, and socioeconomic status, but in reality, some people, in terms of ICT, are disadvantaged and there is a disparity in equal access and ability to use such technologies that create a new kind of inequality named as the digital divide. Among various aspects of the digital divide, the gender inequality of ICT is a significant issue in enhancing the satisfaction of women's life, rights and social well-being. In developing country like India females have very limited access to ICTs and they are lagging behind men in using ICTs and reported to have a relatively high gender digital divide in addition to the large gender discrepancies in education and social status. Therefore, it is necessary to 'engendering ICTs' which is the process of identifying and removing gender disparities in the access to and use of ICT, as well as that of adapting ICT to the special needs, constraints, and opportunities of women. The purpose of this report is to explore the digital gender gap in terms of accessing and competency of using ICTs and how this gap can be bridged by using appropriate ICT policies. For this purpose, this study was conducted in UP state of India.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMME (LAP)

#### Effective Labour Law Enforcement (June 11-15, 2018)

The programme aimed at providing an insight and orientation to the participants with regard to enforcement of labour law. The key objectives of the programme were: (i) to develop an understanding with regard to constitutional perspective on labour law; (ii) to identify major problems and challenges in enforcement of labour law; (iii) to discuss the techniques for overcoming these challenges; (iv) to give an overview of the select labour laws such as the laws pertaining to wages; contract labour; the inter-state migrant workers and the building and other construction sector workers. The programme was attended by a group of twenty two enforcement officials from the Central and various State Labour Departments. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

### INDUSTRIAL RELATIONS PROGRAMMES(IRP)

#### Empowering Trade Unions Leaders (May 14-19, 2018)

The main objective of this programme was to enhance leadership skills. The other objectives of the programme were: (i) to discuss the role of trade unions in emerging economic political scenario; (ii) to have knowledge about labour laws and recent changes in labour laws; (iii) to develop familiarity with the changes and trends in industrial relations. This training programme was attended by nine participants. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. Shashi Bala**, Fellow coordinated the programme.

#### Behavioural Skills for Developing Effective Leadership (June 04-08, 2018)

The above programme focused to enhance personal and collective skills needed for effective leadership by way of experiential learning for individual and group leadership. The other objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen communication skills; (iii) to acquaint with motivational styles; (iv) to strengthen consensus building; (v) to sharpen positive attitude; (vi) to manage stress; (vii) to utilize time management; (viii) to enhance personal effectiveness. The programme was attended by seventeen participants from NTPC and TMM-Material Organization. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. Shashi Bala**, Fellow coordinated the programme.

#### Empowering Trade Union Leaders (June 25-27, 2018)

The above programme was conducted for trade union leaders from organized sector from Telangana state. The main objectives of the programme were: (i) to have familiarity with the changes and trends in industrial relations; (ii) to sharpen skills of leadership and managing finance; (iii) to discuss the role of trade unions in emerging economic political scenario; (iv) to have knowledge about labour laws and recent changes in labour laws; (v) stress management; (vi) legal framework of industrial relations. The programme was attended by twelve participants. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. Shashi Bala**, Fellow coordinated the programme.

## CAPACITY BUILDING PROGRAMMES (CBP)

### Emerging Perspectives on Gender, Labour Laws and International Labour Standards (May 01-04, 2018)

The objectives of the programme were: (i) to provide an overview of gender and the labour market; (ii) to analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc.; (iii) to understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses; (iv) to sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace (v) to understand the various international labour standards/international instruments and good practices on gender equality; (vi) to discuss about strategies on promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market. The programme was attended by twenty one participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

### Leadership Development Programme for Trade Union Leaders from Telangana State (May 7-11, 2018)

The above programme was specifically organized for trade union leaders of BMS from Telangana State. The main objectives of the programme were: (i) to enhance the capacity of the participants and instill leadership skills in them; (ii) to develop skills and techniques of effective organization building; (iii) to foster skills on effective communication; (iv) to impart knowledge about labour laws, development programmes and schemes; (v) to sensitize the participants towards gender biases and employment scenario. This training programme was attended by forty one participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Labour Market and Employment Policies (May 14-18 2018)

The main objectives of the programme were: (i) to provide an overview on labour and employment scenario at the global and national level; (ii) to understand different components of labour market and employment policy; (iii) to develop capacities to undertake labour market surveys, employment impact and evaluation studies. The programme was attended by seven participants of middle and senior level officials and functionaries dealing with labour market and employment issues, researchers specializing on labour market and employment studies. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director of the programme.

### Capacity Building Programme for Stake Holders in the Building and Construction Sector (May 21-25, 2018)

The programme aimed at providing an orientation to the participants with regard to constitutional perspective on labour law in general and the laws pertaining to Building and other Construction workers in particular. The programme was attended by forty three participants comprising of trade union leaders and enforcement officials. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

### Training of Trainers Programme for Rural Educators (June 11-15, 2018)

The objectives of the programme were: (i) to develop understanding of empowerment; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint participants with labour laws for unorganized sector; (v) to sharpen the skills for communications, personal effectiveness and strengthening their trade unions. The programme was attended by forty four participants from the trade unions. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. Shashi Bala**, Fellow coordinated the programme.

### Labour Laws and International Standards on Social Security and Welfare (June 18-22, 2018)

The programme aimed to sensitise the participants about the existing socio-economic inequalities and the need for social inclusion. It enabled participants to understand the international standards and existing legal instruments as well global best practices in order to promote workers' rights, based on a model of social justice. The objectives of the programme were: (i) to provide an overview of the changing nature of employment, the existing inequalities in the labour market with regard to employment, social security and protection of the workers and the need for social security and protection; (ii) to sensitize the participants on the various international labour standards/instruments as well as good practices in the area of social security and protection; (iii) to develop insight on the existing national policies and legal instruments in the area of social security and protection of workers; (iv) to discuss strategies for the promotion of decent work and practices that fulfill the guidelines of the SDGs. The training programme was attended by nineteen participants. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## Transitioning from Informality to Formality

(June 18-22, 2018)

The main objective of the programme was to acquaint the participants with the concepts and terminology related to informal economy and present a strategy towards formalisation. The specific objective of the programme were: (i) to develop understanding among the participants on issues relating to global and national trends towards informality; (ii) main drivers of informality; (iii) strategy towards formalisation; (iv) role of social dialogue and trade unions in effective transition to formality. The programme was attended by thirty five participants from various central trade unions working in the unorganized sector. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director of the programme.

## Training of Trainers Programme on Gender and Social Security

(June 25-29, 2018)

The objectives of the programme were: (i) to provide a clear understanding of Social Security; (ii) to provide information on the recent trends, national and international experiences, good practices; (iii) to offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various social security provisions; (iv) to train the representatives of employers, trade union, NGOs and Officials involved in above process. The programme was attended by nineteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## Social Protection and Livelihood Security

(June 25– 29, 2018)

The objectives of the programme were: (i) to familiarize the participants with the social protection programmes; (ii) to develop techniques and strategies for initiating micro-level livelihood programmes; (iii) to understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood. Nineteen participants from various states including Government Officials and Representatives of Central Trade Unions participated in the programme. **Dr. Dhanya M.B**, Associate Fellow was the Course Director.

## RESEARCH METHODS PROGRAMME (RMP)

### Course on Research Methods in Labour Studies

(May 14 – 25, 2018)

The aim of the course was to acquaint the participants with the emerging labour issues for research in an interdisciplinary framework, strengthening their knowledge with various methods used in labour research, thereby enabling them to contribute further in the field of labour research. The objectives of the course were: (i) to understand concepts, theories in labour studies; (ii) to understand emerging labour issues and challenges; (iii) to strengthen knowledge of various methods used for labour research and data sources on labour; (iv) to enable to apply these methods in the research work on the different aspects of labour. Thirty two research scholars, faculties of social sciences, management and law engaged in labour related research from twenty five universities and institutes of India participated in this Course. **Shri P.Amitav Khuntia**, Associate Fellow was the Course Director.



## NORTH-EASTERN STATES PROGRAMMES (NEP)

### Social Protection and Livelihood Security for North- Eastern States

(May 07-11, 2018)

The major objectives of the programme were: (i) to develop an understanding of social protection and livelihood security for informal sector workers; (ii) to understand livelihood risk and vulnerability of the rural poor; (iii) to explore the alternative coping strategies/good practices for poverty reduction. Thirty two participants from various north eastern states participated in the programme. **Dr. Dhanya M.B**, Associate Fellow was the Course Director.

### Leadership Development Programme for Trade Union Leaders from North Eastern Region

(May 21-25, 2018)

The main objective of the programme was to enhance the capacity of the participants and instill leadership skills in them. The other objectives were: (i) to develop skills and techniques of effective organization building; (ii) to foster skills for effective communication skills, motivation and team building; (iii) to impart knowledge about labour laws, development programmes and schemes. The programme was attended by twenty three trade union representatives of the North-Eastern States. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## **Gender, Work and Social Protection (June 04-08, 2018)**

The objectives of the programme were: (i) to develop a conceptual understanding about gender, work and social protection; (ii) to sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc. and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (iii) to understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iv) to address the issues of women's unpaid work care work and other domestic responsibilities in informing policies on social protection; to understand the different social protection programme/schemes and good practices that promote employment both at national and international levels; (v) to enable the participants to develop an understanding about the role of social protection in ensuring gender equality and agency building of women through a rights-based approach. The programme was attended by thirty two participants from north eastern states. **Dr. Shashi Bala**, Fellow was the Course Director.

## **IN-HOUSE TRAINING PROGRAMME (CTP)**

### **Service Matters for Trade Union Functionaries of Canara Bank (May 2-4, 2018)**

Training Programme on Service Matters for Trade Union Functionaries of Canara Bank was the first programme for the Canara Bank Officials. The main objectives of the programme were: (i) to understand the salient features of Trade Union Act, 1926, Industrial Disputes Act, 1947; (ii) Globalization and its impact on trade unions, Trade unions as partners in progress of organization; (iii) Win-Win situation between Unions and Management –Union Management relations; (iv) Stress Management; (v) Conducting Disciplinary Proceedings. This training programme was attended by forty two participants. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. Shashi Bala**, Fellow coordinated the programme.

## **OTHER PROFESSIONAL ENGAGEMENTS**

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

- Moderated the panel discussion on 'Strategies for Providing Social Security to Unorganized Workers' jointly organized by VVGNLI & ILO as a part of International Labour Day Celebration on May 1, 2018 at Pravasi Bharatiya Kendra, by the Ministry of Labour and Employment.
- Organised a campus cleanliness drive as a part of Swachhta Pakhwada from May 1-15, 2018 and adjudged the best maintained pockets for 1st, 2nd, 3rd and a consolation prize.
- The Institute celebrated the International Yoga Day on June 21, 2018. On this occasion, emphasized on the importance of Yoga in daily lives of each and every one and requested the participants to make it a part of their lives and practice it daily.
- Participated in the discussion on 'ILO's India Wage Report 2018' in the presentation made by Mr. Xavier Estupinan, ILO Wage Expert on May 3, 2018 before Bureau Heads at the Ministry of Labour & Employment, New Delhi.
- Chaired the Expert Committee meeting on 'Methodology for Fixation of National Minimum Wage/Wages' organized by the Institute on May 4, 2018 at its campus. The meeting was specifically scheduled to seek views of experts in the area of consumption expenditure, nutrition, prices and wages to validate and firm up the methodology for estimation of national/regional minimum wages under Code on Wages Bill, 2017.
- Participated as Discussant (Panel Member) in the 'Roundtable on Knowledge Exchange on Women Economic Empowerment under Lighthouse India' organized by the World Bank on May 17, 2018 at Delhi.
- As a member of the Core Group on 'Elimination of Bonded Labour' participated in the meeting held on May 29, 2018 chaired by Justice Shri D. Murugesan, Hon'ble Member, NHRC at Manav Adhikar Bhawan, New Delhi.
- Participated in the High level Technical Consultation Meeting on 'Labour Market Information System in India' organized by ILO on June 6, 2018 at Hotel Le Meridien, Windsor Place, New Delhi.

### **Professional Engagements of Faculty Members**

#### **Dr. Poonam S. Chauhan, Senior Fellow**

- Delivered lectures on the theme, 'Situational Leadership and Other Leadership Models' and 'Personality Traits Inventory' at an International Programme on 'Leadership for Development in Fragile Settings' for Afghan Nationals organized by International Training Centre of the International Labour Organisation, Turin at Taj Mahal Hotel, New Delhi during June 25-29, 2018.

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

- Invited as a Discussant in the Open House Discussion on 'Rising incidents of sexual violence against children' organized by the National Human Rights Commission (NHRC) on May 15, 2018. This discussion was chaired by Honorable Justice H. L. Dattu, Chairperson, National Human Rights Commission.
- Invited as the Chief Guest for the participants of 'Awareness Generation on Child Labour and Annual Day Programme' in STC

Alangulam, on May 25, 2018. This programme was jointly organized by NCLP, Tirunelveli District and St. Xavier's College, Palayamkottai, Tamilnadu.

- Addressed the officials of Labour Department and Education Department, Government of Uttar Pradesh, Civil Society Organizations and Child Line in Noida on the topic 'Child Labour: A Gigantic Issue and Local Solutions'. This event was jointly organized by Labour Department, SADRAG and District Legal Services Authority, Gautam Budh Nagar, to observe the 'World Day against Child Labour' June 12, 2018.

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

- Participated as a Member in the Meeting of the Expert Committee to assess the Implication of Economic/Financial Cost involved in the Draft Labour Code on Social Security presided by Prof. Santosh Mehrotra, Chairman of the Committee at the Ministry of Labour & Employment on May 06, 2018
- Attended the Meeting on Ranking of Global Social Security System under the chairmanship of Director, PDNASS on May 21, 2018 at PDNASS.
- Participated in the First Meeting of the Sub-Committee on Health and Maternity Welfare constituted under the Committee for the Formulation of an Action Plan and a Model Scheme for Welfare of Building and other Construction workers at DGLW, Jaisalmer House on June 06, 2018.

#### **Dr. Anoop K Satpathy, Fellow**

- Acted as a Rapporteur and prepared the Report of the Panel Discussion on 'Strategies for Providing Social Security to the Unorganised Sector Workers' jointly organised by the V. V. Giri National Labour Institute and International Labour Organisation on May 1, 2018 at New Delhi.
- Participated in the ILO's India Wage Report presentation at the Ministry of Labour and Employment, New Delhi presided by Additional Secretary, Labour and Employment on May 3, 2018.
- Presented draft findings of the Committee on Determination of Methodology for Fixation of Minimum Wages in the expert group meeting organised by the V. V. Giri National Labour Institute and Ministry of Labour and Employment on May 4, 2018 at NOIDA.
- Attended meeting of the Committee on Determination of Methodology for Fixing of Minimum Wages with Labour Bureau at Shimla on May 25, 2018.
- Attended meeting of the Technical Advisory Committee (TAC) constituted by the UNFPA for the project on 'Investment in Adolescent Health and Well-being in India' on June 8, 2018 at New Delhi.
- Chaired the meeting of the Committee on Determination of Methodology for Fixing Minimum Wages at Ministry of Labour and Employment, Shram Sakthi Bhawan, New Delhi on June 13, 2018.

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

- Participated in a 'Roundtable: Knowledge Exchange on Women Economic Empowerment' held on May 17, 2018 jointly organised by Social, Urban, Rural and Resilience and Social Protection & Labour GPs of the World Bank at Kasturba Gandhi Marg, New Delhi.
- Presented a paper entitled 'The Invisible Workers: Capturing Home Based Work in India' in an International Conference on 'Long-term Perspectives on Home-based Work' organized by the Labour Movement Archive and Library during May 22-24, 2018 at Stockholm, Sweden.

#### **Shri P. Amitav Khuntia, Associate Fellow**

- Worked towards maintaining the cleanliness of the Road and Lawn near administrative block as the Team Leader during the 'Swachh Bharat Pakhwara' with other team members assigned by the Director General and was awarded the third prize in this pakhwara.

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

- Attended May Day Celebration organised by the Ministry of Labour & Employment, Government of India on May 01, 2018 at Parvasi Bharatiya Kendra, New Delhi.
- Rapporteur of the Panel Discussion on Strategy for Providing Social Security to Unorganised Workers organised by the V.V. Giri National Labour Institute and International Labour Organisation on May 01, 2018 at Parvasi Bharatiya Kendra, New Delhi



**“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**

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