



# इन्द्रधनुष

# INDRADHANUSH

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## FROM THE DIRECTOR GENERAL'S DESK

### Atmanirbhar Bharat Abhiyan

All over the world, the Covid - 19 pandemic has disrupted lives and livelihoods in the last one year. Recovering and reviving the economies, post-covid has been the prime agenda of both developed, developing and the emerging economies in the world. Providing economic stimulus packages and kick-starting the sectors which have been seriously affected has been one of the strategies of the governments across the globe during these tough times.

One such measure of the Government of India, apart from a host of other measures, has been the clarion call for 'Atmanirbhar Bharat'. As the name indicates, this Abhiyan focusses on making India self-reliant in different areas, apart from catering to the needs of other countries, thus making Indian products and services more competitive in the international markets. Be it agriculture or manufacturing or the services, the Abhiyan focuses on making India a leading economic power. To begin with, the government announced an economic package of 20 trillion (10% of GDP in 2019-20) under this across the Bharat Abhiyan, to benefit all sections of the society. The structure of Atmanirbhar Bharat has been built on Four Pillars of, Technology, Demography, Demand and Infrastructure and on the Four beams of Land, Labour, Liquidity and Laws.

This package encompasses the Micro, Small and Medium Enterprises (MSME), Real Estate, Non-Banking Financial Sector, Power Sector, Manufacturing at large, etc. and the allocation also focused on providing free daily essential needs to those who do not have ration cards with a specific focus on the migrant workers who moved from their work places to back home in villages. The reforms in agricultural marketing as part of this relief package, was expected to have a significant positive impact for both the farmers and the consumers, alike.

On the Informal Sector front, spending of Rs 10,000 crores announced as part of the package was to generate large scale employment and at the same time create public assets under the 'Garib Kalyan Rojgar Abhiyan' and the 'Mahatma Gandhi National Rural Employment Guarantee scheme'. This measure of the government provided livelihood opportunities in villages witnessing large number of returnee migrant workers due to Covid - 19.

The successive package announcements focused on making the Public Sector Enterprises (PSEs), especially those in the sectors of defence, aviation, power, etc. and the MSME's more competitive. A Special Liquidity Scheme was ensured for NBFCs, Housing Finance Companies (HFCs), and Micro Finance Institutions (MFIs), apart from schemes focusing on stressed assets in the MSME sector. These packages have been designed to incentivize job creation and put the overall economy on a high growth trajectory, after being hit by the Virus of Corona.



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## SPECIAL EVENTS

### E-Consultation on Coordination and Convergence on Bonded Labour Rehabilitation (November 26, 2021)

The E-Consultation on Coordination and Convergence on Bonded Labour Rehabilitation was conducted on November 26, 2020. The Consultation was jointly organized by the V.V. Giri National Labour Institute and International Justice Mission (IJM).

The objectives of this E-Consultation were to: (i) share experience and implementation realities of relevant schemes and welfare programmes of states for sustainable rehabilitation of rescued bonded/ forced labour, migrants and trafficked survivors (like PDS, income generating activities for livelihoods support, employment –MGNREGA, social security-BoCW, employable skills,



animal husbandry, poultry, access to forest based products etc.); (ii) open-up for suggestions across stakeholders, CSOs and government officials towards identifying solutions for strengthening implementation of BLR Scheme through possible guidelines to states; (iii) update the participants on various measures taken by the Central Government and other national level agencies, State Governments, and the CSOs to enable better implementation of Bonded Labour Rehabilitation Scheme 2016 of the Ministry of Labour & Employment, Government of India.

This E-Consultation was inaugurated by **Dr. H. Srinivas**, IRPS, Director General, V.V. Giri National Labour Institute. **Shri Bimbadhar Pradhan**, IAS, Secretary General, National Human Rights Commission in his inaugural address to the consultation, reiterated working towards the issue of bonded labour keeping with India's commitment under various ILO Conventions. He advised to continue sensitization for appropriate implementation of the law in order to successfully identify, rescue and rehabilitate bonded labour. He insisted on efficiently mainstreaming the issue for holistic rehabilitation of bonded labour survivors. He also suggested making everyone a stakeholder in addressing the same.

Aspects discussed in this consultation include the “importance of legal aid and convergence plan for rehabilitation of survivors”; “challenges and learnings in helping bonded labour survivors access to Bonded Labour Rehabilitation (BLR) Scheme (cash & non-cash rehabilitation)”; “State Governments’ initiatives and measures for coordination and convergence for protection and rehabilitation of bonded labourers”; “Role of Administration in rehabilitation of survivors, livelihood opportunities and tribal development”; “Field-level challenges and the inputs and initiatives experiences of the Civil Society Organizations towards solutions”; and “Strengthening implementation BLR Scheme 2016 of the MoLE through possible guidelines to the States’ initiatives”. Seventy two participants attended the E-consultation. **Dr. Helen R. Sekar**, Senior Fellow was the Coordinator of the E-consultation.

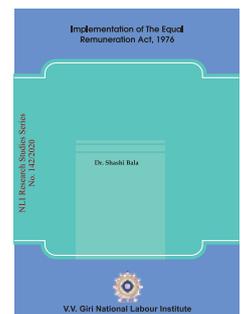
## PUBLICATION

### Implementation of The Equal Remuneration Act, 1976 NLI Research Studies Series No. 142/2020

Present research study focuses on the grass-root realities in the industries in terms of the equal remuneration provisions. India ratified the Convention No. (100) of ILO during 1951 and enacted The Equal Remuneration Act, 1976.

As per the Act, any discrimination, between men and women, in all matters relating to employment, from the stage of recruitment to superannuation, is considered as an offence. The Act is specific on three main terms: Recruitment, Remuneration and Promotion. These three terms are interrelated with each other. There is a need to provide level playing field to women via providing equal opportunity at the time of recruitment and also in the related matters during her career progression stages.

The present study is an attempt to introspect this important legislation.



## TRAINING PROGRAMMES

### INDUSTRIAL RELATIONS PROGRAMMES (IRP)

#### Empowering Trade Union Leaders

(November 16-19, 2020)

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

#### Enhancing Capacity in Preventing Sexual Harassment at the Workplace

(November 25-27, 2020)

The specific objectives of the programme were to: (i) discuss policy for preventing sexual harassment at the workplace and its inter-linkages with productive employment/productive contribution to the economy; (ii) discuss the legal framework for preventing sexual harassment at the workplace and; (iii) discuss the strategies considered necessary to bring to an end sexual harassment at the workplace. The training programme was attended by twenty seven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### Training of Trainers Programme on Enhancing Capacity in Preventing Sexual Harassment at the Workplace

(November 25-27, 2020)

The specific objectives of the programme were to: (i) enhance understanding on prevention of sexual harassment at the workplaces; (ii) strengthen the Internal Committees in developing a policy against sexual harassment of women at the Institute; (iii) promote a social and psychological environment to raise awareness on sexual harassment in its various forms. The training programme was attended by sixteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### Industrial Relations Code, 2020

(December 3-4, 2020)

The specific objectives of the programme were to: (i) familiarize the participants with the concept and fundamental principles governing industrial relations; (ii) salient provisions of Industrial Relations Code, 2020; (iii) to discuss its implications for various social partners. The programme was attended by ten participants. **Dr. Sanjay Upadhyaya**, Senior Fellow & **Dr. Manoj Jatav**, Associate Fellow were the Course Directors.

#### Labour Code on Social Security 2020

(December 17-18, 2020)

The specific objectives of the programme were to: (i) provide background of the SS Code and discuss the key changes under the SS Code; major objectives and features of the SS Code; (ii) analyse the various social security benefits under the Code with reference to organized and unorganized workers, 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) address the reforms/changes that have been made in the Code and how the reforms will address the issues of the workers and impact the employers. The programme was attended by ten participants representing PSUs and Government. **Dr. Ruma Ghosh**, Fellow and **Dr. Otojit Kshetrimayum** were the Course Director.

#### Code on Wages 2019

(December 28-29, 2020)

The major objectives of the course include: (i) provide an overview and key reform measures undertaken in the Code on Wages, 2019, contrasting them with provisions of the existing four wage related regulations; (ii) provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020; (iii) triangulate reform measures in Wage Code and Wage Rules with international standards and best practices; (iv) share possible Implications of the Wage Code and Wage Rules on workers and businesses; and (v) Stimulate exchange of views and experiences

among participants. The programme was attended by thirty six participants. **Dr. Anoop K. Satpathy**, Fellow and **Dr. Dhanya MB**, Associate Fellow were the Course Director and Co-course Director respectively.

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

### **Capacity Building Programme on Mathadi Model for Unorganised Workers (November 02-06, 2020)**

The specific objectives of the programme were to: (i) develop perspective of the participants on Mathadi Model; imparting in-depth knowledge on Mathadi Model including its history and genesis, its various features and functioning, schemes, significance for empowerment of the workers, and limitations; (ii) make the participants acquainted with various issues related to labour and employment; (iii) have knowledge about labour laws and recent changes in labour laws i.e. labour codes, and (iv) impart them skills for effective leadership development, team building, etc. The programme was attended by sixty six participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### **Social Protection and Livelihood Security (November 09-11, 2020)**

The major objectives of the programme were to: (i) familiarize participants with the social protection programmes and micro level experiments in the country; (ii) understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood; (iii) discuss the role of government, trade unions and community leaders for initiating rural livelihood protection programmes. Thirty eight participants including government officials, representatives of central trade unions, civil societies organizations and Researchers participated. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

### **Social Security for Unorganised Sector Workers (November 10-12, 2020)**

The key objectives of the programme were to: (i) acquaint participants with the concept of social security, various definitions and overview of employment in the unorganised sector; (ii) develop understanding of the various social security and welfare programmes, and (iii) familiarize participants with unique practices and micro level social security experiments. The programme was attended by twenty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### **Migration and Development: Issues and Perspectives (December 01-04, 2020)**

The specific objectives of the programme were to: (i) understand the concepts and theories relating to migration; (ii) examine the emerging trends and patterns in migration in a globalizing economy; (iii) discuss key components of contemporary migration policies; (iv) analyse developmental potential of migration. The programme was attended by fifty one scholars and practitioners dealing with different dimensions of migration research and policy. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### **Labour Market Information for Better Implementation of Public Policies (December 02-04, 2020)**

The main objectives of the programme were to: (i) sensitize government functionaries/other professional agencies on better implementation of labour market policies of Government; (ii) enhance understanding about the concepts and definitions related to labour market information in the international and national contexts; (iii) acquaint them with the calculation of basic labour market indicators and also train the participants to analyse labour-market outcomes and policy impacts; (iv) analyse trends in the labour market with particular emphasis on wage determination, at national, sectoral and occupational levels. The programme was attended by thirty six participants from Northeastern states. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

### **Skill Development of Women for Employability & Entrepreneurship (December 7-10, 2020)**

The specific objectives of the training programme were to: (i) understand the world of work, future of work and decent employment; (ii) situate the importance of skill development for employability, entrepreneurship in general and women in particular in the emerging economy; (iii) familiarize the participants with skill development avenues and initiatives; (iv) discuss appropriate strategies for skill development in the informal sector occupations; (v) enable the participants to play larger role along with enhancing individual capacity. There were thirty eight participants

including trade union members, NGOs, Institutes, Industries and government officials. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **Social Security for Unorganised Sector Workers (December 09-11, 2020)**

The key objectives of the programme were to: (i) acquaint participants with the concept of social security, various definitions and overview of employment in the unorganised sector; (ii) develop understanding of the various social security and welfare programmes, and (iii) familiarize participants with unique practices and micro level social security experiments. The programme was attended by twenty nine participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### **Facilitating Gender Sensitive Environment: A Behavioral Approach for Police Personal (December 14-18, 2020)**

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

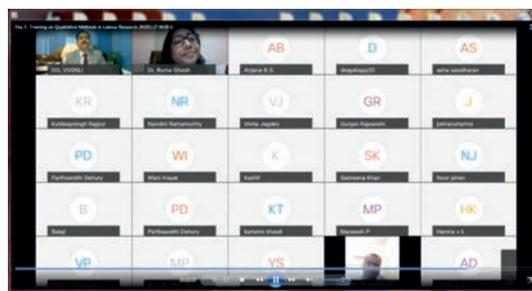
### **RESEARCH METHODS PROGRAMME (RMP)**

#### **Labour Market Analysis for Researchers and Practitioners (November 16-20, 2020)**

The specific objectives of the programme were to: (i) examine the various concepts and theories related to labour market; (ii) obtain deeper understanding of the key indicators of labour market; (iii) acquire knowledge about different sources of data on labour; and (iv) sharpen skills in undertaking labour market surveys. The programme was attended by forty seven researchers and practitioners in the area of labour market research. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

#### **Course on Qualitative Methods in Labour Research (November 23-27, 2020)**

The specific objectives of the programme were to: (i) address various concepts and theories related to labour; (ii) familiarize participants with the different qualitative research techniques; (iii) equip participants with the understanding and applicability of various qualitative methods; (iv) develop capacity to analyze and interpret qualitative data. The programme was attended by thirty participants representatives young faculty members of different Universities and research institutions and research scholars. **Dr. Ruma Ghosh**, Fellow was the Course Director.



### **CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP)**

#### **Sensitization Programme on Prevention and Elimination of Child Labour and Bonded Labour (November 9-11, 2021)**

The specific objectives of the programme were to: (i) share challenges, case studies and successful experiences in addressing child labour and bonded labour; (ii) equip the participants with understanding of the laws and procedures in identification, prevention, rescue, release and rehabilitation of bonded labour and child labour in the backdrop of the magnitude, incidence, gender dimensions, climate change and other linkages; (iii) develop skills for making interventions on child labour and bonded labour effective and; (iv) impart skills for convergence of stakeholders' efforts for reaching out the benefits of development programmes for reducing vulnerability to child labour and bonded labour. The programme was attended by two hundred twelve participants including Officials dealing with the issues of child labour and bonded labour in various departments of the State Governments, Chairpersons and Members of Vigilance Committees, Child Welfare Committees, Child Protection Committees, NCLPs, representatives of trade unions, PRIs/Tribal Councils, NGOs, NSS, NYK, Child Line and Students of Social Work. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

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

### **Fundamental of Labour Laws for Trade Union Leaders and NGOs**

**(November 2-6, 2020)**

The specific objectives of the programme were to: (i) understand the various provisions provided in labour laws related to industrial relations, wages, social security and occupational health and safety; (ii) examine the implementation and coverage of various labour laws; (iii) understand the roles of various stakeholders for effective implementation of labour laws. The programme was attended by seven participants from the North Eastern States of India in the programme. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **Understanding Labour Market & Employment Opportunities**

**(November 16-20, 2020)**

The aim of the training programme was to make the participants aware of the labour market trends, employment and entrepreneurship opportunities in the North East and the important role being played by National Career Service Project. It was jointly organised by V. V. Giri National Labour Institute in collaboration with the National Institute for Career Service under the Ministry of Labour and Employment, Govt. of India. The programme was attended by twelve members of trade unions and NGOs and Government officials from North East. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **Strengthening Awareness on Labour Issues and Laws Pertaining to Women**

**(November 23-27, 2020)**

The main objectives of the programme were to: (i) address and strengthen the understanding of gender issues in labour market and to enhance the understanding of related Laws; (ii) provide information on the various developmental schemes; (iii) discuss the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013. The programme was attended by thirteen participants from central trade unions and NGOs of the North Eastern States. **Dr Dhanya MB**, Associate Fellow was the Course Director.

### **Social Security for Tea Plantation Workers from North Eastern States**

**(November 24-27, 2020)**

The specific objectives of the programme were to: (i) discuss various issues and challenges relating to livelihood and social security of plantation workers in the region; (ii) understand the different social protection programmes that transfer assets and skills of people for self-employment and public works programmes that enable people to cope with poverty; (iii) explore the alternative coping strategies/good practices for poverty reduction among the plantation workers. It was organised in collaboration with the Centre for labour Studies and Social Protection, Tata Institute of Social Sciences, Guwahati. The programme was attended by forty eight participants including trade union members, NGOs, research scholars and MA students. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **Social Security for Construction Workers for North Eastern States**

**(December 1-4, 2020)**

The specific objectives of the programme were to: (i) discuss various issues and challenges relating to livelihood and social security in the region; (ii) understand the different social protection programmes that transfer assets and skills of people for self-employment and public works programmes that enable people to cope with poverty; (iii) explore the alternative coping strategies/good practices for poverty reduction among the construction workers. The programme was attended by twenty nine participants including trade union members, NGOs, and government officials. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

## **COLLABORATIVE TRAINING PROGRAMME (CTP)**

### **Wage Policy and Minimum Wages (SLI, Odisha)**

**November 2-4, 2020**

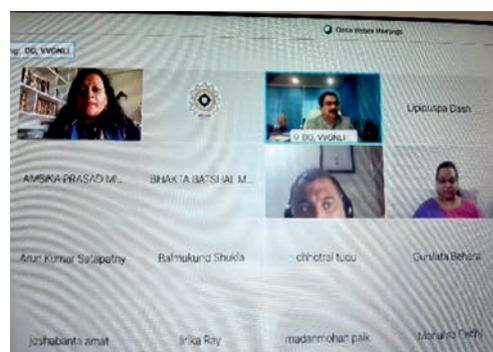
The specific objectives of the programme were to: (i) provide overview of wage policy and minimum wage system of India; (ii) strengthen evidence based minimum wage-fixing and adjustments process; (iii) share international standards and best practices on minimum wage systems, constraints and challenges;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

## Gender, Work and Social Protection (SLI, Odisha) (December 07-09, 2020)

The specific objectives of the programme were to: (i) develop a conceptual understanding about gender, work and social protection; (ii) 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) understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iv) address the issues of women's unpaid work care work and other domestic responsibilities in informing policies on social protection; (v) understand the different social protection programmes/schemes and good practices that promote employment both at national and international levels; (vi) 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 three participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

## Emerging Perspectives on Gender, Labour Laws and International Labour Standards (SLI, Odisha) (December 21-23, 2020)

The specific objectives of the programme were to: (i) provide an overview of gender and the labour market; (ii) analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc., (iii) 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) sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace; (v) understand the various international labour standards/international instruments and good practices on gender equality; (vi) discuss about strategies of 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 thirty seven participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.



## OTHER PROFESSIONAL ENGAGEMENTS

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

- Organized the **General Council Meeting** presided over by Hon'ble Minister for Labour & Employment (I/C) and attended by Secretary, L&E along with other distinguished Members on December 18, 2020.
- Addressed the participants in all the **Valedictory Sessions** of the online Training Programmes and **Inaugural Sessions** at V.V. Giri National Labour Institute.
- Lead Discussant in the Webinar on 'Real Labour Law Reforms: New Codes for Enhanced Social Security' at Indian Institute of Public Administration on December 18, 2020.
- राजभाषा कार्यन्वयन समिति की दिनांक 24.12.2020 को हुई बैठक की अध्यक्षता की ।
- Chaired the meetings of Standing Committees on 'Education, Training and Orientation' and Standing Committee Meeting on 'Research on December 4, 2020.

### Professional Engagements of Faculty Members

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

- Attended the Expert Group Meetings of the Surveys on Labour being carried out by Labour Bureau, Ministry of Labour & Employment, Government of India. Presented the Sub-Group Report on Survey of Migrant Workers, November 10-11, 2020.
- Delivered online lecture on the theme, 'Understanding Transformations in the World of Work to the Online Refresher Training Programme for Employment Personnel on Promotion of Specific Activities of Public Employment System – Self Employment, Entrepreneurship and Labour Market Analysis', National Institute for Career Service, NOIDA, November 27, 2020.

- Attended the Meeting of the Standing Committee on Education, Training and Orientation and made a presentation on the VVG NLI Training: An Overview and Training Calendar 2021-2022, V.V. Giri National Labour Institute, December 04, 2020.

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

- Panelist in the Panel Discussion on ‘Child Rights, Child Labour and the Right to Education’, organized by the ‘Citizens Forum India’ (CFI), made a presentation on ‘Understanding the Dimensions & Determinants of Child Labour for Deterring & Ending’ on November 7, 2020.
- Took technical session and made a presentation on “Importance of Prevention and Elimination of Child Labour Course for various Departments: An Overview” in the Short-term Course of Mahatma Gandhi Labour Institute (MGLI), Ahmedabad, on “Prevention and Elimination of Child Labour” for Members of District Task Force (DTF) in the State of Gujarat on November 20, 2020
- Participated in the Webinar and discussion on ‘current trends in child well-being at state and district levels in India’ on November 24, 2020.
- Participated in the Webinar on India's First National Time-Use Survey 2019 on November 27, 2020
- Participated and contributed to the discussions and deliberations in the online event, ‘Migrants of Odisha –Trends and Patterns’ on November 27, 2020.
- Attended the Course "Global E-coaching Forum: Effective Project Implementation in Emergency Situations". Organized by the International Training Centre of the ILO during December 7-9, 2020.
- Participated and contributed to the discussions and deliberations in the Virtual Technical Consultation organized by the ILO on ‘Decent Work for Childcare Workers in India’ on December 11, 2020.
- Participated in the Virtual meeting of the Standing Committee on Research of the VVG NLI on December 4, 2020
- As a Speaker in the Global Conference on Localizing Sustainable Development Goals (SDGs) organized by the Global Forum for Sustainable Rural Development (GFSRD), and made a presentation on December 12, 2020 ‘Linkage of Hunger, Starvation and Worst Forms of Child Labour Importance of Invoking Immediate Interventions’ in the Theme: Zero Hunger - Sustainable Development Goal 2.

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

- Participated in the Virtual Launch of the ILO World Social Protection Data Dashboards on November 24, 2020
- Participated in an Online International Global E-Coaching Forum on Effective Project Implementation in Emergency Situations held during December 7-9, 2020 organised by ITC-ILO Turin, Italy.

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

- Attended a meeting to discuss the ILO related SDGs indicators held on November 4, 2020.
- Participated Webinar on India's First National Time-Use Survey 2019 held on November 27, 2020 organised by Centre for Women's Development Studies, New Delhi.
- Participated in an Online International Global E-Coaching Forum on Effective Project Implementation in Emergency Situations held during December 7-9, 2020 organised by ITC-ILO Turin, Italy.

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

- Peer reviewed the manuscript (book) on Corporate Social Responsibility in India: Law, Regulation and Politics to be published by Springer.
- Delivered an online lecture on ‘Socio-Economic Challenges of Development in the North-East’ on December 10, 2020 in the First Online One-week Faculty Development Course for Teachers of Professional and Technical Disciplines at SGT University organised by the Centre for New Initiatives and Research (CNIR), SGT University, Gurugram.
- Participated as an expert speaker in the ‘2020 Northeast India International Economic Forum’ organised by Caucasus-Asia Center, New Delhi on December 20, 2020.



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**

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