



# इन्द्रधनुष

# INDRADHANUSH

A Bi-monthly Newsletter of V.V. Giri National Labour Institute



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## FROM THE DIRECTOR GENERAL'S DESK

### National Career Service (NCS) – Right Opportunities, Right Time

National Career Service (NCS) is a Mission Mode Project launched by the Hon'ble Prime Minister, Shri Narendra Modi on 20th July, 2015. It is a one-stop solution that provides a wide array of employment and career related services to the citizens of India. It is a platform which aims to bring together Job Seekers, Employers, Skill Providers, Career Counsellors, Local Service Providers (LSP's), Career Centers, Placement Organizations, Households and Government Departments on a common platform through the efficient use of information technology.

A National ICT based portal ([www.ncs.gov.in](http://www.ncs.gov.in)) has been operationalized for providing online services under NCS which can be accessed directly, through Career Centres, Common Service Centres, Mobile Devices, Cyber Cafes etc. A dedicated helpdesk (multi-lingual) is also available from Tuesday to Sunday on 1800-425-1514 for assisting users.

#### NCS Portal

- All registrations are Aadhaar based, with national portability.
- Data for over 2 crore jobseekers registered with state employment exchanges are on the NCS portal. They can activate their accounts using Aadhaar.
- Over 9 lakh establishments having Labour Identification Number (LIN) are on the NCS portal and they can post their vacancies.
- All 978 employment exchanges have been given user IDs and passwords for activating their accounts.
- States have been requested to publicize usage of the of the NCS portal for posting vacancies and job matching. States already having employment exchange data in a database (such as Andhra Pradesh, Gujarat, Jharkhand, Madhya Pradesh, Manipur, Telangana) have integrated with the NCS portal. Remaining states having manual systems can directly log on for new registrations.
- Information on courses of over 11,000 ITIs and 12,000 VTPs is available.

#### Focus Areas

- Easy accessibility of employment services like staffing, placement and recruitment to all the stakeholders
- Enhancing employability of the workforce by providing them information on training & skilling
- Provisioning of career counselling services
- NCS Portal provides links to Public Disclosure of scores and ranking of candidates in Government recruitment examinations
- Providing information related to job profiles, career paths & employers
- PAN verified institutions and rich database of job seekers
- Career planning and rich career content on over 3500 occupations across 52 sectors
- NCS has partnerships with various private organizations like TCS iON, Quess Corp, HireMee, CSCs, Microsoft etc.
- Around 200 Model Career Centers (MCCs) have been set up across the country till now
- National Career Service Centers for Differently Aabled (NCSCs-DA)
- National Career Service Centers for SCs and STs (NCSC – SCs/STs) for providing employment related training and guidance.

#### Linking e-SHRAM with NCS Portal

National Career Service is proposed to be integrated with e-SHRAM Portal to cater to job information needs of unorganized sector workers and labourers who are registered on e-SHRAM Portal. Under this integration, the registration process on NCS Portal for candidates who are already registered under e-SHRAM Portal will now be easier. The e-SHRAM candidate will only need to enter their e-SHRAM UAN and DOB under registration form of NCS Portal and post the successful OTP verification all the details that are linked with his UAN on eSHRAM Portal will get auto fill under his registration form on NCS Portal.



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## SPECIAL EVENTS

### XIII<sup>th</sup> International Conference on Labour History (November 11-16, 2021)

V.V. Giri National Labour Institute in collaboration with Association of Indian Labour Historians organised the XIII<sup>th</sup> International Conference on Labour History (Online) during November 11-16, 2021. The broad theme of the Conference, *Mapping Lives of Labour*, analysed the momentous changes that have affected the world of work over the last century through the prism of institutional working lives. The Conference discussed as to how workers have responded to challenges in the past by reorganizing their worlds in myriad ways and how have institutions and organisations fared over the last century.



Some of the renowned labour historians and experts on labour studies like **Prof. Kamala Sankaran, Prof. Ravi Ahuja, Prof. Marcel van der Linden, Prof. Leon Fink, Prof. Jan Lucassen, Prof. Andreas Eckert, and Prof. Babacar Fall** participated in Conference. The Conference was attended by nearly hundred researchers and practitioners associated with different aspects of labour history and labour studies.

### वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा 'राजभाषा संगोष्ठी' का आयोजन

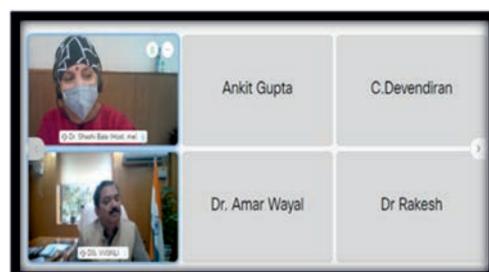
नगर राजभाषा कार्यान्वयन समिति (नराकास), नौएडा के तत्वावधान में वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा नराकास, नौएडा के राजभाषा अधिकारियों/प्रभारियों के लिए बुधवार, 24 नवम्बर 2021 को 'राजभाषा संगोष्ठी' का आयोजन किया गया। संस्थान की ओर से श्री हर्ष सिंह रावत, प्रशासनिक अधिकारी ने मंचासीन अतिथियों सर्वश्री राकेश कुमार, निदेशक (राजभाषा), गृह मंत्रालय, भारत सरकार एवं श्री अरविन्द कुमार, सदस्य सचिव, नराकास, नौएडा और सभी प्रतिभागियों का हार्दिक स्वागत करते हुए संस्थान द्वारा राजभाषा हिंदी में किए जा रहे कार्यों की संक्षेप में जानकारी दी। तत्पश्चात, नराकास, नौएडा के सदस्य सचिव श्री अरविन्द कुमार ने नराकास, नौएडा के विभिन्न कार्यकलापों के साथ-साथ इसकी स्थापना से लेकर वर्तमान तक की उपलब्धियों के बारे में विस्तार से बताया।



**Jh cljinz fa g jlor**, वरिष्ठ अनुवाद अधिकारी ने राजभाषा हिंदी के प्रचार-प्रसार हेतु वी. वी. गिरि राष्ट्रीय श्रम संस्थान द्वारा पिछले कुछ वर्षों के दौरान नराकास, नौएडा के तत्वावधान में आयोजित किए गए कार्यक्रमों के संबंध में जानकारी देने के बाद अतिथि वक्ता **Jh jkds k dclj** से आगे की कार्यवाही शुरू करने का अनुरोध किया। श्री राकेश कुमार द्वारा इस संगोष्ठी को सहभागितापूर्ण बनाते हुए संघ की राजभाषा नीति के कार्यान्वयन को बहुत ही सुंदर ढंग से समझाया गया। इस संगोष्ठी में नराकास, नौएडा के 20 सदस्य कार्यालयों से 32 राजभाषा अधिकारियों/प्रभारियों ने भाग लिया।

### National Workshop on Skill Development for Tribal and Rural Youth: Challenges and Opportunities (November 24–26, 2021)

This workshop was conducted by VVG NLI in collaboration with Department of 'Social Work, Mizoram University, Aizwal. The specific objectives of the programme were to discuss: (i) challenges and opportunities of skill development for tribal and rural youth; (ii) promoting entrepreneurship of tribal and rural youth through skill development; (iii) inclusion policies related to skill development for tribal and rural youth; (iv) role of government, civil society and private sector towards the betterment and inclusion of tribal and rural youth through skill development. **Prof. KRS Sambasiva Rao**, Vice-Chancellor, Mizoram University and **Dr H. Srinivas**, Director General, VVG NLI, addressed the participants on the occasion. The workshop was attended by eighteen participants. **Dr. Shashi Bala**, Fellow VVG NLI & **Dr.C.Devendiran** Professor, Mizoram University co-ordinated the workshop.



### Workshop on Role of Trade Union Leaders during the Freedom Struggle (December 16, 2021)

Workshop on "Role of Trade Union Leaders during the Freedom Struggle" as a part of Azadi ka Amrit Mahotsav was organized on December 16, 2021 at V. V. Giri National Labour Institute. The specific objectives of the programme were: (i) to discuss the trade union movement during British rule; (ii) to discuss the involvement of national leaders in the trade union movement; (iii) to analyse the historical role of trade union leaders in India's freedom movement. The training programme was deliberated by eminent experts and senior leaders from the major trade unions of India.

The workshop was inaugurated by **Dr. H. Srinivas**, Director General, VVG NLI and Keynote Address was delivered by **Dr. Praveen Sinha**, Fellow, Global Labour Organization, on the theme 'Workers Organisations and Freedom Struggle'. There was a Special Address by **Prof. Indu Agnihotri**, Former Director, Centre for Women's Development Studies, New Delhi on the theme "Role of Trade Union Leaders in India's Independence followed by Panel Discussion on 'Role of Trade Union Leaders: Past, Present and Future' chaired by **Dr. M. M. Rehman**, Former Senior Fellow, VVG NLI. The workshop was attended by seventy nine participants including subject experts, research scholars, academics, trade union leaders, and practitioners working in trade union movements and labour issues, officials from State government departments and other organizations. **Dr. Ramya**

**Ranjan Patel**, Associate Fellow, VVGNI coordinated this workshop under 'Azadi ka Amrit Mahotsav (AKAM) programmes for which **Dr. Helen R. Sekar**, Senior Fellow is the Nodal Officer.

### **Rise in Uttar Pradesh, 2021 (December 22-24, 2021)**

V.V. Giri National Institute (VVGNI) participated in the event 'Rise in Uttar Pradesh 2021' held at Ghaziabad from December 22-24, 2021. The Institute had displayed several posters, banners, photos, publications, etc. on various Government Social Schemes, welfare programmes, Institutes training and research activities, etc. Visitors were made aware of the activities of the institute namely; Research, Training, Publication etc. and the major initiatives of the Ministry of Labour and Employment, Government of India. About 10,000 students from schools, colleges, universities and teachers /professors, Employees, Workers, General public visited the event.



Shri Parshottam Rupali Ji, Hon'ble Union Minister, Ministry of Fisheries, Animal Husbandry and Dairying along with Shri Bhagwanth Khuba, Hon'ble Union Minister of State, Ministry of Chemical and Fertilizers and Ministry of Renewable Energy and Dr. Anil Agarwal, Hon'ble Member of Parliament, Rajya Sabha, visited VVGNI stall and appreciated the activities of the Institute. The Institute got Best Stall (2nd Runner up) among 50 participating Government Departments, PSUs, and Ministries. **Shri S.K.Verma**, **Shri Vikesh Kumar** and **Shri Satish Kumar** represented the institute.

### **'Ujjwal Uttar Pradesh 2021', Gorakhpur Uttar Pradesh (December 24-26 2021)**

V.V. Giri National Labour Institute participated in the exhibition, 'Ujjwal Uttar Pradesh 2021' organized by Aavishkaar Exhibition and Promotion Pvt. Ltd. during December 24-26, 2021 at Gorakhpur, Uttar Pradesh to create awareness among the



youth and masses about the schemes, policies and initiatives of the government. **Shri Ravi Krishan Shukla**, Hon'ble Member of Parliament, Lok Sabha inaugurated the event and visited VVGNI stall. Activities of the Institute namely; Research, Training, Education, and Publication and also major initiatives of the Ministry of Labour and Employment, Government of India were exhibited. About thirty five Central/State Government Ministries/Departments, National Institutes and PSUs participated in this exhibition. The Institute got Best Award for Display and Awareness. **Dr. Ramya Ranjan Patel**, Associate Fellow, **Shri Rajesh Kumar Karn**, Steno Asstt. Grade II and **Shri Rajbir Singh**, MTS, VVGNI represented the Institute at the exhibition.

### **Workshop on e-Governance in collaboration with National Institute of Smart Governance (NISG) (December 28, 2021)**

The V.V. Giri National Labour Institute (VVGNI) conducted a half day workshop on e-Governance' on 28th December 2021 in collaboration with National Institute of Smart Governance (NISG). The workshop began with **Dr. H Srinivas**, Director General, VVGNI welcoming the participants and setting the context. The programme was addressed by **Shri Sunil Barthwal**, Secretary, Ministry of Labour & Employment, Government of India. He



highlighted the different aspects of e-governance services including e-shram portal and he also mentioned about the significance of payroll data and the issues and challenges of data analytics. **Shri J Ramakrishna Rao**, Director General and CEO, NISG also addressed the participants. The session was delivered by **Prof S Shivendu**, Professor at the University of Southern Florida, Los Angeles. This workshop was planned for the officers of the rank of Director and above levels as well as heads of the departments/organisations under Ministry of Labour and Employment. The programme was attended by thirty seven participants from various departments/organisations of Ministry of Labour and Employment including EPFO, ESIC, CLC, DGLW, DGFASLI, DGMS, DTNBWED, NICS, VVGNI. The programme was coordinated by **Dr Dhanya MB**, Associate Fellow, VVGNI.

## **PUBLICATION**

### **Participation of Women in Labour Force NLI Research Studies Series No. 146/2021**

This issue paper was prepared for discussion in the Employment Working Group Meeting for BRICS nations held during May 11-12 2021 under the Indian Presidency. The paper discusses Women's Participation in the Labour Force in BRICS nations. Women's participation in the labour market has been lower than that of men globally and is characterized by high inequality. The gender gap in labour market participation is more than 40 per cent in 'low and middle income' countries as reported by the International Labour Organization (ILO). The global Sustainable Development Goals (Goal5: Gender Equality, Goal8: Decent work and Economic



growth) reiterates the commitment of governments for providing decent working conditions and promoting gender equality and empowerment of women. The BRICS countries, alongside the other G20 countries, made collective commitments to reduce the gender gap in labour force participation and agreed on a set of key policy principles to improve the quality of women's employment. These global commitments of the BRICS within the broader framework of the SDGs and decent work necessitates the need for a review of women's participation in the labour force in BRICS countries. Further, the COVID 19 pandemic has exacerbated the existing gender inequalities in the labour market. In this context, the present issue paper was prepared to provide (i) a brief review of the trends in participation of women in labour force in BRICS countries; (ii) identify the opportunities and challenges for promoting women's work; (iii) highlight some of the recent and innovative policy interventions introduced in all the BRICS countries for boosting women's employment; (iv) identify the issues for discussion. This issue paper aims at providing some insights to engage in a meaningful discussion for contributing towards larger policy issues on improving female labour force participation.

## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Labour Codes and Rules for Labour Officials and Trade Union (November 08-10, 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 and rules; (iv) understand the implication of these codes on the labour market. The training programme was attended by forty five participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

#### Labour Codes and Rules (November 10-12, 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 and rules; (iv) understand the implication of these codes on the labour market. The training programme was attended by twenty seven participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

#### Training Programme on Labour Codes and Rules (November 22-24, 2021)

The key objectives of the programme were to: (i) provide an understanding of the need and context of labour law codification; (ii) discuss the broad scheme and key features of various Labour Codes. The programme was attended by twenty seven participants. **Dr. Sanjay Upadhyaya**, Senior Fellow and **Dr. Manoj Jatav**, Associate Fellow were the Course Directors.

#### Labour Codes and Rules for Labour Officials and Trade Union Leaders (December 20-23, 2021)

The specific objectives 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 and rules; (iv) understand the implication of these codes on the labour market. The training programme was attended by twenty eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### INDUSTRIAL RELATIONS PROGRAMMES (IRP)

#### Leadership Development (November 8-12, 2021)

The specific objectives of the programme were to: (i) acquaint the participants with the socio-economic and political changes in a globalised economy; (ii) develop skills and techniques for effective Leadership; (iii) impart knowledge about affirmative policies and labour laws pertaining to men, women & transgender; (iv) develop understanding of gender issues in world of work. The training programme was attended by twenty four participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### Awareness Building on Laws regarding Labour and Employment in India: Special focus to New Labour Codes and Labour Rules (November 16-18, 2021)

The major objectives of the programme were to: (i) educate the background, definitions and key take aways on four labour Codes; (ii) examine the difference between the code on wages and the provisions of the four central labour enactment relating to wages; (iii) examine the difference between the code on social security and the provisions of the nine central labour enactment relating to social security; (iv) examine the difference between the code on industrial relations and the provisions of the three central labour enactment relating to industrial relations; (v) examine the difference between the code on occupational safety, health and working conditions and the provisions of the thirteen central labour enactment relating to occupational safety, health and working conditions; (vi) discuss key issues and analysis of all the four labour codes. The programme was attended by twenty eight participants. **Dr Dhanya MB**, Associate Fellow was the Course Director.

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

### **Understanding New Labour Codes and Rules for Law Faculty and Students (November 15-17, 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 twenty two participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### **Training of Trainers Programme for Rural Educators (November 15-19, 2021)**

The specific objectives the programme were to: (i) develop understanding of empowerment; (ii) discuss the issue of empowerment; (iii) develop skills for enhancing leadership potential; (iv) acquaint participants with labour laws on the unorganized sector; (v) sharpen the skills for communications, personal effectiveness and strengthening their trade unions. The training programme was attended by twenty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme for Vulnerable and Marginalized Workers (November 22-26, 2021)**

The specific objectives of the programme were to: (i) impart knowledge and information about rural labour market in general and status of workers in particular; (ii) enhance inter-personal communication, leadership skills and team building; (iii) discuss the legal protection in various labour legislations. The training programme was attended by forty participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

### **Leadership Development Programme for Beedi Workers (November 29-December 03, 2021)**

The main objectives of the programme were to: (i) impart knowledge and information about beedi industry in general and status of workers in particular; (ii) enhance inter-personal communication; (iii) discuss the legal protections in various labour legislations; (iv) familiarize on the various aspects of welfare schemes for beedi workers. Ten participants attended the training programme. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### **Mainstreaming Gender Issues in the Employment (December 6-10, 2021)**

The specific objectives were to: (i) understand gender mainstreaming for sustainable development; (ii) to address the issues pertaining to work life balance and unpaid care work; (iii) create awareness about affirmative policies for providing level playing field to women in the Employment for inclusive growth; (iv) pragmatically understand gender budgeting for auditing gender issues employment. The training programme was attended by eighteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Labour Issues and Labour Codes (December 6-10, 2021)**

The main objectives of the programme were to: (i) understand world of work and decent employment, (ii) make the participants acquainted with various issues related to labour and employment; (iii) impart knowledge about labour codes and recent changes in labour laws. Twenty-two participants attended the programme. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### **Transitioning from Informality to Formality (December 13-17, 2021)**

The programme aimed to enhance the capacity of the participants to understand the statistical and measurement issues and characteristics of the informal economy workers and focused on steps taken towards formalization of workers and economic units at national and international level in accordance with the Recommendation 204 of the ILO. The objectives of the programme were to: (i) impart knowledge on the concepts, statistical and measurements issues involving informal economy; (ii) provide understanding about the composition and characteristics of the informal economy; (iii) learn about the effect of Covid-19 on the informal economy workers and enterprises; (iv) share good practices and lessons learnt from national and international context relating to design and implementation of policies and programmes for transitioning from informality to formality. The programme was attended by a group of twelve participants representing officials of state and central labour department, representative of Central Trade Unions and employers' organisation and researchers. **Dr. Anoop Kumar Satpathy**, Fellow, coordinated the programme.

### **Facilitating Gender Sensitive Environment: A Behavioural Approach for Police Personnel (December 13-17, 2021)**

The specific objectives 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 counselling while dealing with sexual harassment cases; (iv) strengthen positive leadership in the world of work; (v) develop strategies for managing stress via teamwork. The training programme was attended by twenty four participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Social Protection and Livelihood Security (December 13-17, 2021)**

The objectives of the programme were to: (i) understand livelihood risk and vulnerability of the rural poor; (ii) understand the different social protection programmes that transfer assets and skills of people for self-employment and public works programmes

that enable people to cope with poverty; (iii) explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by sixteen participants. **Dr Dhanya MB**, Associate Fellow was the Course Director.

### **Leadership Development Programme for Rural Trade Union Leaders (December 27-30, 2021)**

The specific objectives of the programme were to: (i) impart knowledge and information about rural labour market in general and status of workers in particular; (ii) enhance inter-personal communication, leadership skills and team building; (iii) discuss the legal protections in various labour legislations. The training programme was attended by eight participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

### **RESEARCH METHODS PROGRAMMES (RMP) Online Course on Qualitative Methods in Labour Research (December 13-17, 2021)**

The specific objectives of the programme were: (i) address theoretical issues in Sociological research; (ii) familiarize participants with the schools of thought in qualitative research; (iii) equip participants with the understanding and applicability of various qualitative methods; (iv) develop capacity to analyse and interpret qualitative data. The Course was attended by twenty seven participants representing young teachers and researchers from Universities, Research Institutions, and professionals in government organizations. **Dr. Ruma Ghosh**, Fellow was the Course Director.

### **CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP) Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child Labour / Bonded Labour / Trafficked Labour (November 24-26, 2022)**

The objectives of the programme were to : (i) discuss the aspects of Standard Operating Procedures (SOP) relating to Rescue and Post-Rescue and the ways of contributing to strong prosecution; (ii) discuss the importance of reducing vulnerability to labour exploitation, effective and timely rehabilitation of the rescued victims; (iii) discuss NCLP Scheme and central sector scheme on Bonded Labour Rehabilitation (2016) and share the best practices from different states of the country; (iv) identify major gaps in rehabilitation process and discuss role of stakeholders, social partners including the SLSA to bridge the gaps and to strengthen knowledge of participants of NALSA (Legal Services to the Workers in the Unorganized Sector) Scheme, 2015. The programme was attended by sixty nine participants. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

### **INTERNATIONAL TRAINING PROGRAMME (ITP) Online International Training Programme on Towards Designing and Implementing Effective Wage Policies (08-26 November 2021)**

The aim of the course was to enhance the capacity of participants to contribute to the design and implementation of wage policies at the national and regional level. The major objectives were: (i) strengthening mechanisms for participatory and evidence-based minimum wage-fixing and collective bargaining; (ii) showcasing International minimum wage systems, constraints and challenges for promotion of decent work and inclusive growth; (iii) stimulating cross-national exchange of views and experiences among policymakers and participants regarding how to use the wage policy as a tool to end poverty, inequality and gender pay gaps. The course was attended by 21 international participants from seven countries namely Azerbaijan, Egypt, Kenya, Mauritius, Kingdom of Eswatini, Philippines and Sierra Leone. The officials attended the programme were from Ministries of Labour and Employment, Social Protection, Human Resource Development, National Disaster Management Agency, and Members of the National Remuneration Boards and National Wages and Productivity Commission responsible for designing and implementing wage policies at the national and sub-national level. **Dr. Anoop Kumar Satpathy**, Fellow, coordinated the training programme.

### **NORTH-EASTERN STATES PROGRAMME (NEP) Leadership Development Programme (December 20-24, 2021)**

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

### **COLLABORATIVE TRAINING PROGRAMMES (CTP) Fundamentals of Labour Codes (VVGNI and MGLI) (November 08-10, 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 eighteen participants representing industry personnel, trade unions, students, teachers and researchers. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## **Online Training Workshop on Code on Social Security, 2020 (November 23, 2021)**

The specific objectives of the programme were to: (i) discuss the major objectives and features of the Code on Social Security, 2020; (ii) analyse 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; (v) 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 Workshop was attended by twenty seven participants representing Officers and Officials working under Labour and ESI Department of Odisha State and other stakeholders. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## **Emerging Labour Market Issues and Strategic Responses in collaboration with National Institute for Career Service (NICS), Noida (November 22-24, 2021)**

The major objectives of the programme were to: (i) provide an overview of emerging trends in employment scenario at the national and global level; (ii) acquire knowledge about labour market dynamics in India especially during crisis; (iii) understand the pattern and complex phenomenon of employment, in its various dimensions including gender; (iv) capacity building to undertake labour market analysis and strategies in employment generation. The programme was attended by twenty four participants including officers of the government, representatives from trade union, employers and civil society organizations dealing with labour market. **Dr Dhanya MB**, Associate Fellow was the Course Director.

## **Occupational Safety, Health and Working Conditions (OSH) 2020 (December 7, 2021)**

The training programme on Code on Occupational Safety, Health and Working Conditions, 2020, was jointly organized by the V.V. Giri National Labour Institute, NOIDA & the State Labour Institute, Bhubaneswar, Government of Odisha. The objectives of the programme were to: (i) provide an overview of the genesis, evolution and concept of occupational health and safety; (ii) enhance understanding of the International Labour Standards and discuss legal provisions for ensuring safe workplaces; (iii) discuss various provisions of the Occupational Health and Safety Working Conditions Code 2020 and their implications for Labour; (iv) share good practices and discuss the role and responsibilities of various stakeholders and social partners in ensuring compliance of occupational safety and health standards at the workplaces. The programme was attended by thirty eight participants. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

## **Social Security for Unorganised Workers (In collaboration with State Labour Institute, Odisha) (December 27-29, 2021)**

The objectives of the programme were to: (i) make the participants acquainted with various inequalities existing in the work and coverage of social security; (ii) sensitize the participants about the legislative framework for social security, social security schemes for workers, and the unique practices in the country, and (iii) familiarize the participants with labour codes and social security provisions. The programme was attended by fourteen participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

## **OTHER PROFESSIONAL ENGAGEMENTS**

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

- Addressed the participants in the Inaugural/Valedictory Sessions of the Training Programs and Workshops conducted during November and December, 2021.
- On November 30, 2021 Chaired the Meeting on Presentation of the two research studies: (i) Decoding Agrarian Crisis: A Study of Production, Employment and Emerging challenges, (ii) Gender Dimension in Agrarian Sector: A Case of Uttar Pradesh at VVGNI campus.
- On December 2, 2021 attended the Review meeting of Dattopant Thengadi National Board for workers Education and Development (DTNBWED) chaired by Secretary, L&E.
- On December 6, 2021 attended meeting on Presentation of Comparative Picture of Pension Schemes for Workers in Unorganised Sector – APY, PM-SYM and NPS For Traders and Self Employed Persons by VVGNI in the ministry and on 07<sup>th</sup> December, 2021 attended Presentation of the Study to Secretary, L&E– Dr. Ruma Ghosh.
- On December 9, 2021 attended the meeting chaired by Secretary, L&E regarding NILERD issue.
- On December 10, 2021 attended the General Council meeting of VVGNI held in Ministry of L&E and also attended the Tripartite National Dialogue on Global call to action for a Human-Centered Recovery from COVID-19 crisis in the context of India jointly organized by MoLE and ILO and wrapped up the session along with Ms. Dagmer Walter, Director, DWCP.
- On December 15, 2021 attended meeting chaired by Hon'ble minister for L&E.
- On December 17, 2021 attended meeting on Capacity Building in the ministry and also the Review meeting regarding preparation for 'Iconic Week' of Azadi Ka Amrit Mahotsav under Chairmanship of Secretary, L&E at MoLE.

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

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

- Attended the 'Expert Group Meeting of the Labour Bureau Surveys', Ministry of Labour and Employment, Government of India, November 23, 2021.

- Panelist, Panel Discussion on Challenges and Opportunities on Labour Migration: The South Asian Context, International Institute for Population Sciences, Mumbai, November 24, 2021.
- Delivered lecture on the theme, 'Understanding Transformations in the World of Work' to the *Online Training Programme in the Relevant Field of Duties & Responsibilities of the Senior Officers (Employment)*, National Institute for Career Service, NOIDA, December 09, 2021.
- Attended the Workshop on e-Governance, National Institute of Smart Governance (NISG) and V.V. Giri National Labour Institute, NOIDA, December 28, 2021.

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

- Participated in the 13<sup>th</sup> International Conference on Labour History 'Mapping Lives of Labour' organized online by AILH & VVGNI in collaboration with the ICAS on November 11-16, 2021.
- Participated in the Webinar on 'Addressing Child Protection Concerns during COVID 19 and Beyond' on November 18, 2021 organized by CRY and CBGA.
- Attended the Conference on the 'Global Call to Action for a Human Centred Recovery from COVID-19 crisis' held on December 10, 2021 organized by the Ministry of Labour and Employment, Government of India, and the ILO.
- Participated in the Regional Consultation on Child Labour on December 11, 2021 organized by the CACL.

**Dr. Ruma Ghosh, Fellow**

- Made a presentation on World Social Protection Report 2020–22: Social Protection at the Crossroads – in Pursuit of a Better Future at MoLE on November 12, 2022.
- Made a presentation of the Comparative Study on the Pension Schemes for Workers in Unorganised Sector – APY, PM-SYM and NPS for Traders and Self Employed Persons carried out along with Dr.Dhanya MB at MoLE on December 7, 2021.
- Participated in the Tripartite National Dialogue on 'Global Call to Action for a Human Centred Recovery from COVID-19' organized by the Ministry of Labour and Employment and the ILO at India Habitat Centre on December 10, 2021.
- Research paper on 'Social Protection in India: Understanding Trends and Policy Imperatives' has been published in Labour and Development, vol 28, No.2, December 2021

**Dr. Anoop Kumar Satpathy, Fellow**

- Participated in the closing ceremony of BRICS-CIS dialogue (online mode) on Formalization, as a speaker, 9th December, 2022.
- Published a research paper in the NLI research study series on the topic "BRICS and the World of Work: Formalization of Labour Market".
- Participated in the Conference on the 'Global Call to Action for a Human Centered Recovery from COVID-19' on 10th Dec. 2021 at New Delhi.

**Dr. Ellina Samantroy, Fellow**

- Delivered a special Lecture on Gender Labour Laws and International Labour Standards in 5th Short Term Course in Gender Sensitization & Social Justice organised by HRDC-JNU on November 11, 2021.
- Delivered a lecture on "Time Use Survey: A Method for Visibilisation of Women's work" in a Course on Women and Work: Making it Count organised by Indian Social Studies Trust on November 13, 2021.

**Dr. Otojit Kshetrimayum, Fellow**

- Delivered a lecture on Labour Market Analysis: Research Methodologies in the Online Integrated/Induction Training programme for the State Employment Personnel organized by National Institute for Career Services (NICS) on November 26, 2021.
- Delivered a lecture on Public Employment Service and Labour Market Policies in the Two Weeks Online Training Programme in the relevant field of Duties & Responsibilities of the Promotional Post to Joint Director (Employment) organized by National Institute for Career Services (NICS) on December 8, 2021.

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

- Delivered a lecture on 'India's Labour Market and Employment: A Macro-economic Perspective' in the online Refresher Course on Economics & Econometrics for the University and College Teachers organized by UGC - Human Resource Development Centre, Bharathiar University, Coimbatore on November 11, 2021.
- Delivered a lecture on 'Entrepreneurship & Self Employment' during the two weeks online training programme for Joint Directors (E), Ministry of Labour & Employment organized by National Institute for Career Service, Noida on December 17, 2021.
- Attended Meeting of Nodal Officers (Media) to discuss on Social Media Activities, Ministry of labour & Employment on November 30, 2021.
- Participated in a webinar on 'A Conversation on the Feminist Evaluation of the Development Programmes', organized by Ahmedabad University on November 20, 2021.

