



# इन्द्रधनुष

# INDRADHANUSH

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Technological Advancements and Future of Work

Technological advancements, ranging from automation to Artificial Intelligence (AI) and Internet of Things (IoT), are heralding transformations in the world of work at an unprecedented scale. Industrial Revolution 4.0 may disrupt the production processes, by challenging the traditional boundaries of the firm, expanding global value chains and changing the profile of jobs. Improved digital infrastructure and its wider penetration is extending the market for services, creating space for the growth of new business models such as sharing economy or platform economy.

Several interesting studies are being undertaken across the world to decipher the impacts and implications of technological advancements on different facets of employment and employment relations. *World Development Report, 2016* published by the World Bank notes that from a technological standpoint, nearly two third of all jobs in developing countries are susceptible to automation. Fray and Osborne (Oxford Martin Programme on Impacts of Future Technology, University of Oxford, 2013 ) in a pioneering study on *Future of Employment* shows that around 47 per cent of total employment in the USA is in the high risk category, i.e. these jobs could be automated relatively soon, perhaps over the next decade or two. NASSCOM, FICCI, Ernst & Young in the report, *Future of Jobs in India: A 2022 Perspective*, finds, *inter alia*, that a majority of workers (ranging from 55-65 per cent) who will be employed in expanding sectors like banking, financial services and insurance and information technology and business process management will have radically transformed skill sets by 2022.

*The Inception Report for Global Commission on the Future of Work* of ILO (2017) highlights that the results of studies estimating the potential job losses due to automation may be interpreted carefully as they focus more on the probability that a job could be automated and not necessarily on the probability that it will be automated. This report also highlights that destruction of tasks within a job does not necessarily entail that such jobs will disappear but could mean that the workers have to adopt to the new work environment with different skill sets.

V.V. Giri National Labour Institute in a research study, *Technological Change and New Forms of Employment with Special Focus on Sharing Economy*, taken up under the aegis of BRICS Network of Labour Research Institutes (2018) analyses the profile of employment and labour market outcomes in the rapidly expanding sharing economy in India through a primary survey among car drivers associated with car aggregating firms, Ola and Uber. The study shows a significant switch of drivers from traditional taxi sector to car aggregating sector and also a decent increase in their earnings. However, it notes that drivers engaged in car aggregating firms encounter different forms of insecurities like long working hours, lack of weekly off, etc. due to the non-standard work arrangements.

Strengthening the ecosystem for lifelong learning that enables people to acquire skills and also upgrade skills; supporting effective school to work transition; promoting technology led public employment services; assessment of changing skill requirements and evolving appropriate and continuous 'on the job' training and encouraging effective social dialogue on technology and the future of work, are some of the strategies which can prepare and support the people, particularly the youth, to respond to the transformations in the world of work and build a brighter future.



## SPECIAL EVENTS

### Special Programme conducted Jammu & Kashmir (November 1-3, 2018)

The V.V. Giri National Labour Institute participated in the Event “Rise in Jammu and Kashmir” (November 1-3, 2018) at Bhagawati Nagar Yatriniwas, Jammu organized by TARMEH Events. All the activities of the institute namely; Research, Training & Education, Publication and also major initiatives of the Ministry of Labour and Employment, Government of India were exhibited and disseminated. **The V.V. Giri National Labour Institute bagged the best stall (Information and Presentation) and 1st Runner up (second best stall). The selection of the prize was on the basis of the feedback forms received from visitors.** About 15,000 students from schools, colleges, universities and teachers /professors, general public visited the event. About forty five Government Ministries and organisations



like Geological Survey of India, Indian Council of Medical Research, Indian Agricultural Research Institute, ISRO, National Institute of Biological, National Institute of Rock Mechanics, G.B Pant National Institute of Himalayan Environment and Sustainable Development, Department of Atomic Energy, SAIL, NSDC, Ministry of Commerce, Ministry of Tourism, Ministry of Ayush participated in the event. **Shri Shamsher Singh Manhas**, Hon’ble MP Rajya Shabha inaugurated the event, visited VVGNI stall with other dignitaries and appreciated the efforts. **Dr. Helen R. Sekar**, Senior Fellow, **Mr Rajesh Karn** from VVGNI and **Ms. Malvika Upadhyya & Ms. Waheeda Rahman** alumnae of VVGNI were present in the event.

**Shri P. Amitav Khuntia**, Associate Fellow of VVGNI was the Event Director.

### Sensitization and Awareness Programme conducted in Ballia, Uttar Pradesh (December 22-31, 2018)

V. V. Giri National Labour Institute participated in the Swadeshi Mela, 2018 being held at Ballia (U.P.) during December, 22-31, 2018 to cater its objective of dissemination of information and sensitization of activities conducted by the Institute to the participants. These programmes were organised to sensitize and create awareness among masses on the themes related to Social Security and Development Schemes of the



Central Government in general and the Ministry of Labour & Employment in particular including career counselling; Child Labour and Gender issues. More than 1000 people visited the stall. 378 people were directly sensitized. The participants included youth, students, trade union members, representatives from NGOs, and parents. Many dignitaries including Cabinet Minister of Government of Uttar

Pradesh, MLAs, State Government officials, representatives from media, civil societies and educators visited the stall.

The participants were informed about the research, training and publications related activities of the institute and its reach to both the organised and unorganised sectors.

The youth were sensitized about the National Career Service (NCS) portal and were helped in the enrolment process. Four youth who were enrolled in the NCS portal during the sensitization programme had got interview calls for jobs. An effort was made to rescue a child labour, Golu (13 years old), an orphan,

working in a tea shop and looking after his grandparents. The coordinators and team members of the programme were **Dr. Otojit Kshetrimayum**, Associate Fellow; **Dr. Ramya Ranjan Patel**, Associate Fellow; **Shri S.K. Verma**, ALIO; and **Shri Rajesh Karn**, Stenographer Grade II.

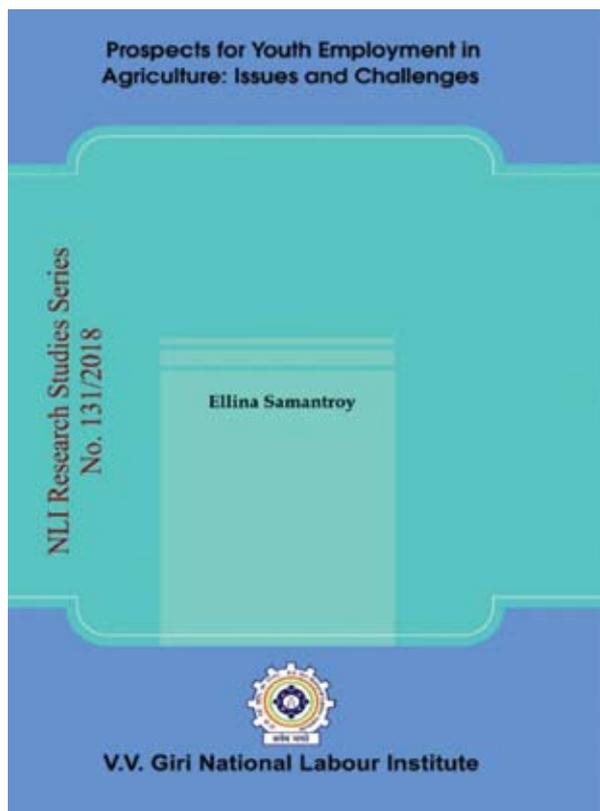


## PUBLICATION

### Prospects for Youth Employment in Agriculture: Issues and Challenges NLI Research Studies Series No.131/2018

Agriculture has played a prominent role in providing livelihood opportunities for millions of people in the country. Agriculture contributes to 13.9 percent of GDP along with its allied sectors. Agriculture and rural infrastructural development have been one of the priorities in the Union Budget 2017-18 and several initiatives have been undertaken to improve the conditions of the farmers. Also, in the wake of a huge demographic dividend, there is an increasing policy attention to reap the benefits of this burgeoning youth population by increasing their participation in the labour market and their productivity so that they can contribute to the country's economy. However, with the sectoral shifts in the Indian economy and lack of adequate employment opportunities in the rural areas, the youth have been migrating to the urban areas for better livelihood opportunities. Though the policy makers perceive an enormous potential labour force to be sustained in agriculture.

In this context, the present research work was undertaken to assess the present situation of youth in agricultural operations and their social location. This work further sets out to assess the role of technology in agricultural productivity and efficiency in order to make it attractive to the young farmers. It also tries to reflect on the gendered dimensions of agricultural workforce as women's contribution is critically evaluated according to their availability for job, nature of work, working hours and wage pattern. The study tries to provide an overview of the agricultural sector with an aim to identify the gaps and challenges that act as obstacles for employment generation in this sector. Further, an attempt is made to contribute in terms of policy inputs to the government for finding more innovative ways of creating decent youth employment and targeted interventions for involvement of youth in the agricultural sector.



## TRAINING PROGRAMMES

### INDUSTRIAL RELATIONS PROGRAMME (IRP)

#### Empowering Trade Union Leaders (November 12-17, 2018)

The specific 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 training programme was attended by twenty nine participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director, **Dr. Shashi Bala**, Fellow was the Associate Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

#### Behavioural Skills for Developing Effective Leadership (December 17-21, 2018)

The specific 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; and (viii) to enhance personal effectiveness. The training programme was attended by twenty one participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director, **Dr. Shashi Bala**, Fellow was the Associate Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

#### Developing Positive Attitude for Excellence at Work (December 17-21, 2018)

The programme aimed at equipping managers and representatives of employees' unions with positive attitudes and skills through experimental learning for organizational development. The major objectives of the programme were; (i) conceptualizing attitudes; (ii) highlighting the impact of positive attitude in personal and professional success; (iii) developing skills to deal with negative attitudes and their impact; (iv) understanding the impact of positive attitude on organizational excellence; (v) developing positive attitude at work. Nine representatives from Naval Armament Depot, Naval Dockyard & Nalco participated in the programme. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

### CAPACITY BUILDING PROGRAMMES (CBP)

#### Leadership Development Programme for Domestic Workers (November 12-16, 2018)

The specific objectives of the programme were: (i) to enhance leadership skills among the domestic workers; (ii) to provide awareness on national policy on domestic workers (iii) to address issues pertaining to domestic workers (iv) to increase communication skills among domestic workers. The training programme was attended by thirty eight participants. **Dr. Shashi Bala**, Fellow was the Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

#### Strengthening Leadership Skills for Beedi Workers (November 19-23, 2018)

The specific objectives of the programme were: (i) to impart knowledge and information about beedi industry in general and status of workers in particular (ii) to enhance inter-personal communication (iii) to discuss the legal protections in various labour legislations; (iv) to familiarize on the various aspects of welfare funds for beedi workers. The training programme was attended by thirty two participants. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

### **Enhancing Leadership Skills for Central Trade Unions (November 19-23, 2018)**

The specific objectives of the programme were: (i) to impart knowledge and information about trade union in general and status of workers in particular; (ii) to enhance inter-personal communication; (iii) to discuss the legal protections in various labour legislations; (iv) to familiarise on the various aspects of welfare funds. The programme was attended by twenty five representatives from various central trade unions. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

### **Training of Trainers Programme for Rural Educators (November 26-30, 2018)**

The specific objectives of the programme were: (i) to develop understanding of rural society and economic relations; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint with labour laws for unorganized sector. The training programme was attended by thirty six participants. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

### **Managing Livelihood and Social Protection in the Hill Regions (December 3-7, 2018)**

The specific objectives of the programme were: (i) to discuss various issues challenges relating to livelihood and social security; (ii) to make the participants understand their roles in addressing the issues; (iii) to discuss about new avenues and innovative methods and to enable them to contribute effectively for the promotion and management of livelihood and social security in the regions. The programme was attended by twenty one participants from CTUs and NGOs. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

### **Leadership Development Programme for BMS Trade Union Leaders (December 10-14, 2018)**

The specific objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen communication skills; (iii) to strengthen consensus building; (iv) to acquaint participants with the concept of social security and the need for social security for workers in the unorganized sector (v) to acquaint participants with select labour laws for workers in the unorganized sector. The programme was attended by thirty two participants from various States. **Dr. Ellina Samantroy**, Fellow was the Course Director.

### **Leadership Development Programme for Rural Trade Union Leaders (December 24-28, 2018)**

The specific objectives of the programme were: (i) to provide an overview about the rural unorganised sector in India; (ii) to develop the skills of rural trade union leaders to understand and analyse rural society; (iii) to discuss issues related to effective organisation building; (iv) to develop the capacity of the participants through various behavioural approaches; (v) to sensitize the participants on the legal rights and provisions for workers; (vi) to understand and analyse various social security provisions for the workers. The programme was attended by thirty eight representatives from various rural trade unions. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

### **Labour Issues and Labour Laws December 24-28, 2018**

The objectives of the programme were: (i) to understand the world of work and the decent employment; (ii) to make the participants acquainted with various issues related to labour and employment, and (iii) to have knowledge about labour laws and recent changes in labour laws. The programme was attended by fifty five participants from Central Trade Unions. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

## RESEARCH METHODS PROGRAMME (RMP)

### Training Programme on Labour Market Analysis (December 10-14, 2018)

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



## INTERNATIONAL TRAINING PROGRAMMES (ITP)

### International Training Programme on Labour and Employment Relations in a Global Economy (November 12-30, 2018)

V.V. Giri National Labour Institute organised an International Training Programme on *Labour & Employment Relations in a Global Economy* under the aegis of the ITEC Scheme of the Ministry of External Affairs, Government of India at the institute's campus. The specific objectives of the programme were to : (i) understand and appreciate the changing labour market and employment relations scenario in the context of globalisation; (ii) acquire knowledge about the changing role of social partners in the context of transformations in the world of work; (iii) learn and share experiences on new forms of labour management practices;



(iv) develop positive attitude towards work, superiors, peers and subordinates; and (v) sharpen behavioural skills and insights for supervision, coordination and motivation. The programme was attended by thirty four senior and middle level officials dealing with labour and related issues from twenty seven countries - Afghanistan, Armenia, Bangladesh, Bhutan, Botswana, Colombia, Ethiopia, Fiji, Honduras, Laos, Madagascar, Malawi, Mauritius, Mongolia, Namibia, Niger, Oman, Panama, Philippines, Seychelles, Sri Lanka, Tajikistan, Thailand, Uganda, Vietnam, Zambia and Zimbabwe. **Ms. Kalpana Rajsinghot**, Joint Secretary, Ministry of Labour and Employment, Government of India inaugurated the International Training Programme. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### International Training Programme on Gender Issues in the World of Work (December 03-21, 2018)

The above training programme was organized under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs, Government of India. The specific objectives of the programme were : (i) to deliberate the key concepts and approaches pertaining to gender; (ii) to discuss the gender dimensions related to key labour market indicators; (iii) to study existing policies through gender lens; (iv) to recognize the equality and access issues in the labour market participation; (v) to provide awareness regarding various labour laws pertaining to women; (vi) to enhance the capacity of the participants to achieve gender equity in the world of work. **Prof. Savita Singh**,

First Director School of Gender and Development Studies, IGNOU delivered key note address on this occasion. The valedictory address was delivered by **Dr. Devyani Uttam Khobragade**, Joint Secretary, Ministry of External Affairs, Government of India. The training programme was attended by thirty two participants from twenty one countries - Botswana, Burundi, Cambodia, Ethiopia, Kenya, Kyrgyzstan, Indonesia, Mauritius, Niger, South Sudan, Sri Lanka, Syria, Vietnam, Tajikistan, Zimbabwe, Uzbekistan, Ghana, Uganda, Tajikistan etc. **Dr. Shashi Bala**, Fellow was the Course Director.



## COLLABORATIVE TRAINING PROGRAMMES (CTP)

### Orientation Workshop on Social Security (December 7, 2018)

The aim of the one day workshop was to develop an understanding of the need for social security for workers, both in the organised and unorganised sectors. The objectives were to acquaint participants with the concept of social security, and the role of social security for mitigating risks and vulnerabilities; and to highlight and examine various social security schemes for workers initiated by the Central Government. Twenty delegates from Maharashtra Institute of Labour Studies, Mumbai participated in the workshop. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.



### Orientation Programme on Labour Laws for Rural Development Functionaries of Andhra Pradesh and Telangana (December 10-12, 2018)

The programme was organized in collaboration with Centre for Entrepreneurship Development (CED) National Institute of Rural Development & Panchayati Raj (NIRD&PR), Hyderabad. The key objectives of the programme were: (i) to discuss the human rights and constitutional framework of various rural development programmes and labour laws; (ii) to provide the broad context of labour law reform initiatives; (iii) to share the highlights of various draft labour codes and to have deliberation on the key challenges in the way of various reform measures. The programme was attended by thirty participants. **Dr. Partha Pratim Sahu**, Associate Professor, NIRD & PR and **Dr. Sanjay Upadhyaya**, Fellow, VV Giri National Labour Institute were the course coordinators.



### Training Workshop on Social Protection and Livelihood Security in the Hill Region (December 17-21, 2018)

Five-day training workshop on “Social Protection and Livelihood Security in the Hill Region” was jointly organised V.V. Giri National Labour Institute and the Department of Sociology, Kumaun University, Nainital at the Conference Hall,

UGC-HRDC, Kumaun University, Nainital. It was inaugurated by **Prof. Ajay Singh Rawat**, eminent environmental historian. The objectives of the workshop were: (i) to acquaint participants with concepts of social protection; (ii) to familiarize participants with the social protection programmes and micro level experiments in the country in general and the state in particular; (iii) to understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood; (iv) to discuss the role of government, trade unions and community leaders for initiating rural livelihood protection programmes in the region.

Forty delegates representing trade unions, NGOs and research scholars participated in the workshop. **Prof. D.S. Bisht**, Kumaun University and **Dr. Otojit Kshetrimayum**, VVGNI were the Course Directors.



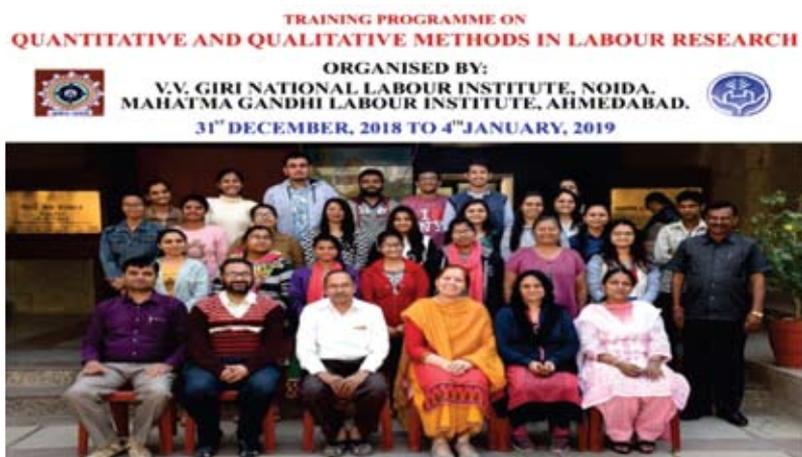
### **Research Methods in Labour Studies (December 24-28, 2018)**

This programme was organized by V.V. Giri National Labour Institute in collaboration with Maharashtra Institute of Labour Studies at MILS, Mumbai. The programme aimed to go through a rigorous and interactive exercise on understanding various research methods and tools with special focus on labour research. The major objectives of the programme were: (i) to provide an overview of the labour and employment scenario in India; (ii) to equip participants with the understanding and applicability of various quantitative and qualitative research methods and techniques; (iii) to understand analysis and interpretation of data; (iv) to familiarise participants with major statistical packages for data analysis; (v) developing capacities to undertake labour research by using quantitative and qualitative research methods and techniques. The programme was attended by thirty college teachers and Ph.D scholars from different Universities/Colleges/ Research Institutions. **Dr. Ruma Ghosh**, Fellow was the Course Director and **Dr. K.M. Kadukar** coordinated the programme on behalf of MILS, Mumbai.



### **Training Programme on Quantitative & Qualitative Methods in Labour Research (December 31-January 04, 2019)**

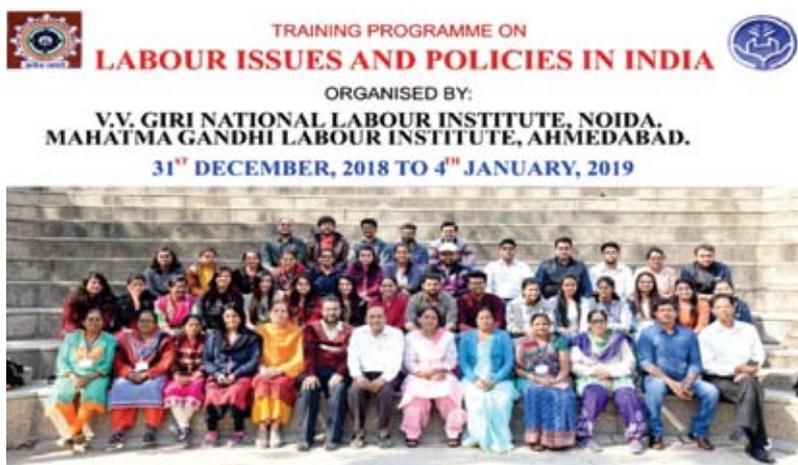
The V.V. Giri National Labour Institute (VVGNI) in collaboration with Mahatma Gandhi Labour Institute (MGLI) organized this programme at MGLI, Ahmedabad. The specific objectives of the programme were: (i) to understand the various concepts and theories related to labour segmentation; (ii) to familiarize the major sources of data collection; (iii) to explain the applicability of various qualitative and quantitative methods used for labour research; (iv) to acquire knowledge on the major statistical packages used in labour research. The training programme was attended by twenty



six participants. **Dr. Shashi Bala**, Fellow, VVGnLI & **Dr. Misha Vyas**, Asst. Professor, MGLI were the Course Directors.

### **Training Programme on Labour Issues and Policies in India (December 31-January 04, 2019)**

The V.V. Giri National Labour Institute (VVGnLI) in collaboration with Mahatma Gandhi Labour Institute (MGLI) organized this programme at MGLI, Ahmedabad. The specific objectives of the programme were to: (i) understand and analyze the major current labour issues in India and world; (ii) examine the responses of the stakeholders to the emerging challenges in the field of labour in a globalizing economy; (iii) understand labour laws and changing labour policies in a globalised world. The training programme was attended by forty five participants. **Dr. Shashi Bala**, Fellow, VVGnLI and **Dr. Ayanendu Sanyal**, Asst. Professor, MGLI was the Course Directors.



## **IN-HOUSE TRAINING PROGRAMMES**

### **Behavioural Skills for Managing Work Effectively for RBI Personnel (November 26-30, 2018)**

The specific objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The training programme was attended by twenty nine participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director, **Dr. Shashi Bala**, Fellow was the Associate Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

### **Behavioural Skills for Managing Work Effectively for RBI Personnel (December 03-07, 2018)**

The specific objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The training programme was attended by thirty participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director, **Dr. Shashi Bala**, Fellow was the Associate Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

### **Behavioural Skills for Managing Work Effectively for RBI Personnel (December 10-14, 2018)**

The specific objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The training programme was attended by twenty eight participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director, **Dr. Shashi Bala**, Fellow was the Associate Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

## **Behavioural Skills for Managing Work Effectively for RBI Personnel (December 17-21, 2018)**

The specific objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The training programme was attended by twenty eight participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director, **Dr. Shashi Bala**, Fellow was the Associate Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

## **Office Management for Employees of NALCO (December 27-29, 2018)**

The specific objectives of the programme were: (i) enhancing sensitivity towards self, group and organizations; (ii) developing skills of individuals in creativity and positivity; (iii) enhancing creative problem solving skills; (iv) to orient with the different techniques of time management and team work; (v) developing skills to manage and communicate at the workplace; (vi) to acquaint with office systems and procedures. The training programme was attended by eighteen participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director, **Dr. Shashi Bala**, Fellow was the Associate Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Assistant Course Director.

## **OTHER PROFESSIONAL ENGAGEMENTS**

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

- Attended the India Decent Work Country Programme (DWCP) 2018-2022 organised by International Labour Organisation (ILO) held on November 20, 2018 at the Imperial, Janpath, New Delhi.
- Attended the First Joint BRICS Network, ITC-ILO and ILO Expert Forum on ‘Promoting Better Labour Market Outcomes for Youth in the BRICS and Beyond’ held during November 28-30, 2018 and also signed an MoU between VVG NLI and ITC-ILO on November 28, 2018 at ITC-ILO, Turin, Italy on the sidelines of this three-day BRICS Summit to continue collaborations in training and education activities in the field of labour and employment for a further period of five years.
- Made a detailed presentation on December 19, 2018 about the MoU between VVG NLI & ITC-ILO including the achievements of the past period in the presence of Joint Secretary (L&E) before Vice Chairman, NITI Aayog at New Delhi.

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

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

- Made a Presentation on the Research Study, ‘Technological Change and New Forms of Employment: With Focus on Sharing Economy’, carried out under the aegis of BRICS Network of Labour Research Institutes, to the senior officials of the Government of India in a meeting Chaired by Secretary (Labour and Employment), on November 05, 2018 at the Ministry of Labour and Employment, New Delhi.
- Attended the First Joint BRICS Network, ITC-ILO and ILO Expert Forum on ‘Promoting Better Labour Market Outcomes for Youth in the BRICS and Beyond’ at Turin, Italy during November 28-30, 2018. Made a Presentation on the Research Study, ‘Technological Change and New Forms of Employment: With Focus on Sharing Economy’ during this expert meeting.
- Attended the 60<sup>th</sup> Conference of the Indian Society of Labour Economics organised by Indira Gandhi Institute of Development Research, Mumbai, at Mumbai during December 19-21, 2018. Chaired a Technical Session on

‘Emerging Labour Markets and Employment Challenges’, and was a Discussant in one of the Technical Panels on Employment Challenges.

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

- Invited as a resource person to provide her expertise on ‘Ending Child Labour towards realization of SDG through legislative measures’ in the International Conference on ‘India and Sustainability Standards for Achieving Sustainable Development Goals’ on November 15-16, 2018 at New Delhi jointly organized by GoodWeave and Centre for Responsible Sourcing (CRB).
- Addressed the masses on the topic 'Rehabilitation of Street Children: Role of Aadhar card, through the All India Radio programme एक दुनिया एक आवाज़ (*ek duniya ek aawaz*) organized by ‘One World South Asia’ broadcasted on December 01, 2018 from AIR FM Rainbow India (102.6 MHz).
- Delivered special lectures on various issues related to child labour in a two day workshop on ‘Curriculum Development of Short-term Course on Child Labour’ organized by Mahatma Gandhi Labour Institute (MGLI), Government of Gujarat in partnership with UNICEF, Gujarat during December 6-7, 2018.
- Addressed the masses on the Government Initiatives for addressing Child Labour through the All India Radio AIR FM Rainbow India (102.6 MHz) on December 14, 2018.

**Dr. Ruma Ghosh, Fellow**

Conducted the viva voce of the Ph.D. thesis evaluated by me for the School of Social Sciences, Jawaharlal Nehru University on ‘Dynamics of Paid Domestic Work among Women in Kolkata’ on November 26, 2018 at JNU, New Delhi.

**Dr. Ellina Samantroy, Fellow**

- Participated in the India Decent Work Country Programme (DWCP) 2018-22 organised by International Labour Organisation (ILO) held on November 20, 2018 at the Imperial, Janpath, New Delhi.
- Participated brainstorming meeting to deepen research and programming issues related to ‘Women’s Work, Employment and Entrepreneurship’ held on November 30, 2018 organised by International Center for Research on Women (ICRW) at ICRW, New Delhi.
- Participated in a Workshop titled ‘Role of Universities in Developing Skills for Smart Cities’ held on December 06, 2018 organised by Participatory Research in Asia (PRIA), and University of Glasgow, New Delhi at PRIA Conference Hall, Tughlakabad Institutional Area, New Delhi.
- Delivered a lecture on ‘Gender and Labour Market Analysis’ in the 2nd Short Term Course on Gender Sensitization on December 18, 2018 organised by UGC-Human Resource Development Centre, Jawaharlal Nehru University, New Delhi.
- Attended presentation on Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVG NLI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy held on December 19, 2018 at NITI Aayog, New Delhi.

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

- Made a presentation on the experience and achievements during the Event ‘Rise in Jammu & Kashmir’ (November 01-03, 2018 at Jammu) in the Ministry of Labour and Employment in the presence of Secretary, Ministry of Labour and Employment, Government of India, Director General, VVG NLI and Senior Officers from different Ministries including Ministry of Labour and Employment on November 05, 2018.

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

- Participated in the 28th Gender Economic Policy Discussion Forum on ‘Unpacking the Gendered Implications of Ayushman Bharat’ organised by the Institute of Social Studies Trust and Heinrich Boll Stiftung on November 9, 2018 at New Delhi.
- Coordinated an Orientation Workshop on Social Security for delegates from Maharashtra Institute of Labour Studies, Mumbai on December 7, 2018.
- Coordinated a collaborative training programme on ‘Social Protection and Livelihood Security in the Hill Region’ jointly organised V.V. Giri National Labour Institute and the Department of Sociology, Kumaun University, Nainital at the Conference Hall, UGC-ASC, Kumaun University, Nainital from December 17-21, 2018.
- Coordinated a Sensitization and Awareness Programme on Social Security and Development Schemes under the Central Government and the Ministry of Labour & Employment at Ballia, Uttar Pradesh from December 25-28, 2018.

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

- Delivered Special lecture titled ‘Introduction to Census, NSSO and other Secondary Data Sources’ to the Ph.D scholars at Ambedkar University, Lothian Road, New Delhi on November 11, 2018.
- Participated in the Launch of ILO's India Decent Work Country Programme (2018-2022) held on November 20, 2018 at the Imperial, Janpath Lane, New Delhi.
- Attended the meeting and prepared the material to discuss the Way Forward on National Employment Policy under the Chairmanship of Secretary, Ministry of Labour & Employment on November 26, 2018 in the Main Committee Room, Shram Shakti Bhawan, New Delhi.

### **Dr. Ramya Ranjan Patel, Associate Fellow**

- Nominated by Director General to be the Guest of Honour for the programme titled ‘Tackling Human Trafficking – Efforts to Curb Trade of Humans’ organized by PRAYAS on December 14, 2018 at Constitution Club, New Delhi.
- Represented V. V. Giri National Labour Institute in the Swadeshi Mela from December 29-31, 2018 organized in Ballia (Uttar Pradesh) during December 22-31, 2019.



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