



# इन्द्रधनुष

# INDRADHANUSH

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## Inside this Issue

From the Director General's Desk	1
Special Events	2
Publication	4
Training Programmes	4
Other Professional Engagements	7

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## FROM THE DIRECTOR GENERAL'S DESK

### The Emigration Bill, 2021.....

On the occasion of the first UN designated 'International Migrants Day' on 18th December 2001, Juan Somavia, the ninth Director General of the International Labour Organisation expressed that 'Migrants are an asset to every country where they bring their labour. Let us give them the dignity they deserve as human beings and the respect they deserve as workers'. Further in 2015, as part of the United Nations Sustainable Development Goal's (SDG's) for 2030, world leaders pledged to cooperate on migration issues and to facilitate orderly, safe, regular and responsible migration.

India continues to be a top migrant sending country in the world. The Emigration Act, 1983 regulates the emigration of people from India with the stated goal of reducing their exploitation while working overseas. The Act imposes a requirement of obtaining emigration clearance (also called POE clearance) from the office of Protector of Emigrants. As of 2017, this requirement applies for people going to one of the 17 listed countries.

In view of a growing number of reports alleging exploitative practices like large recruitment charges, contract substitution, discrimination and deception, retention of passports, non-payment or short-payment of wages, poor living conditions and other forms of ill-treatment of the Indian migrant workers, the Government of India intends to bring in the new Emigration Bill, 2021. The Bill intends to put in place a comprehensive emigration management system and process, institute a regulatory mechanism and create a framework for protection and promotion of the welfare of emigrants. It proposes to address some of the core concerns like the exploitation, remittances, student mobility and human trafficking.

The Bill provides for establishing a Labour and Welfare wing by the Indian Embassy/ Consulate to coordinate on all issues related to Indian emigrants in countries with significant number of Indian emigrants. The Indian Embassy/ Consulate may, by notification, establish a committee to be called the 'Emigrants Welfare Committee' to oversee, review, direct, aid and address the grievances of Indian emigrants. The Committee shall provide counselling and legal services; facilitate medical services and temporary accommodation for the distressed; community network services; human resources development such as training and skills upgrading, etc. The Indian Mission/ Post may, by notification, establish Sahayata Kendras to cater to all issues concerning Indian emigrants with a toll free multilingual 24 x 7 Help line.

The Bill also intends to streamline the duties and functions of the Human Resources Agencies like to mandatorily register all emigrants going through them; arrange for their proper reception in the country of employment; facilitate for timely renewal of documents and settlement of disputes between the employer and emigrants; issue proper receipts of charges collected; ensure that their sub-agents shall also comply with such standards as specified, etc.

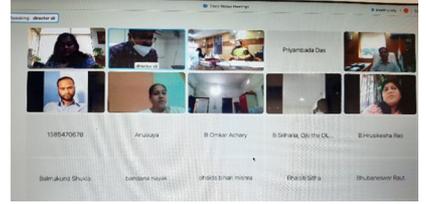
The Central Government may, by notification, establish a Bureau to be called the Bureau of Emigration Policy and Planning to formulate effective policies through periodic assessment, undertake consultation with relevant stakeholders and carry out analysis with regard to emigration and allied matters. The Bureau shall consist of a Chief of Emigration Policy and Planning, who shall be an officer not below the rank of a Joint Secretary to the Govt. of India or equivalent, and other officers of such appropriate ranks as may be determined for discharge of functions. Further, the Government may establish an Administration to be called the Bureau of Emigration Administration for implementation of the provisions of this Act and to ensure the welfare and protection of the emigrants. This Bureau of Emigration Administration shall have as many offices in different parts of the country, as may be required and headed by a Chief Emigration Officer, who shall be an officer not below the rank of a Joint Secretary to the Govt. of India or equivalent, and other officers of such appropriate ranks as may be determined for discharge of functions. The penalties proposed in the Bill are more strict with fines up to Rs 50,000 and even suspending the passports of workers for violating any of the provisions of the Bill'.



## SPECIAL EVENTS

### Workshop on Addressing Harassment of Women at Workplace: Legislation and Policy (September 3, 2021)

The V.V. Giri National Labour Institute, Noida in collaboration with the State Labour Institute (SLI), Odisha organized an online one day Workshop on Addressing Harassment of Women at Workplace: Legislation and Policy on September 3, 2021. The specific objectives of the workshop were to: (i) understand the conceptual issues related to workplace harassment and discuss the key provisions of the POSH Act 2013; (ii) understand the international labour standards (C190) on workplace harassment and good practices; (iii) understand the role of various stakeholders and social partners in implementation of the legislation; (iv) discuss the inquiry procedures, role of Internal Complaints Committee, Local Complaints Committee, etc.; (v) analyze the challenges associated with the enforcement of legal provisions and implementation of related procedures at every stage and discuss the way forward. The Workshop was inaugurated by **Dr. H. Srinivas**, Director General, VVGNI, Noida. **Shri Ashok Kumar Panda**, Director, State Labour Institute, Odisha and **Dr. Minati Behera**, Chairperson, State Commission for Women, Odisha delivered Special Address at the Workshop. **Dr. Mala Bhandari**, Founder Director, Sadrag, New Delhi, **Dr. Kasturi Mohapatra**, Ex. Chairperson, Odisha State Commission for Protection of Child Rights (OSCPCR), **Dr. Kingshuk Sarkar**, Joint Labour Commissioner, Govt. of West Bengal, **Ms. Nandita Pradhan Bhatt**, Director, Martha Farrell Foundation, New Delhi, **Dr. Devika Singh**, Advocate, Co-Founder and Country Practice Head, Cohere Consultants, New Delhi, **Ms. Anusuya Rout**, Specialist, Training SPMU, Dept. of Women & Child Development, Odisha and **Dr. Poulomi Pal**, Independent Consultant, New Delhi made a presentation at the event. The Workshop was attended by one hundred eight participants representing the Government officials, representatives of workers, employers, civil society and academics from the state of Odisha. **Dr. Ellina Samantroy**, Fellow was the Coordinator of the Workshop.



### राजभाषा कीर्ति पुरस्कार

वर्ष 2019-20 के दौरान राजभाषा नीति के श्रेष्ठ कार्यान्वयन के लिए वी. वी. गिरि राष्ट्रीय श्रम संस्थान को राजभाषा विभाग, गृह मंत्रालय, भारत सरकार के राजभाषा कीर्ति पुरस्कारों की बोर्ड/स्वायत्त निकाय/ट्रस्ट/सोसायटी श्रेणी के तहत 'क' क्षेत्र में द्वितीय पुरस्कार से सम्मानित किया गया। ये पुरस्कार हिंदी दिवस समारोह के अवसर पर सितंबर 14, 2021 को विज्ञान भवन, नई दिल्ली में वितरित किए गए।

श्री अजय कुमा मिश्रा, माननीय गृह राज्य मंत्री और श्री निशित प्रामाणिक माननीय गृह राज्य मंत्री से पुरस्कार ग्रहण करते हुए डॉ. एच. श्रीनिवास, महानिदेशक, वीवीजीएनएलआई



### वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा fgah i [lokMk & 2021 dk vk kt u

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा सितंबर 14-29, 2021 के दौरान हिंदी पखवाड़ा-2020 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। सितंबर 14 2021 को हिंदी पखवाड़ा के शुभारंभ पर संस्थान के महानिदेशक डॉ. एच. श्रीनिवास ने सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं में हिस्सा लेने का आह्वान किया। हिंदी के अधिकाधिक प्रयोग को प्रोत्साहित करने के उद्देश्य से संस्थान में हिंदी पखवाड़ा के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं की जानकारी वरिष्ठ अनुवाद अधिकारी श्री बीरेन्द्र सिंह रावत द्वारा दी गयी।



हिंदी पखवाड़ा - 2021 के दौरान कुल सात प्रतियोगिताएँ आयोजित की गयीं तथा इन प्रतियोगिताओं में संस्थान के संकाय सदस्यों, अधिकारियों एवं कर्मचारियों सहित कुल 35 लोगों ने हिस्सा लिया और इनमें से 22 सदस्य कोई न कोई पुरस्कार हासिल करने में सफल रहे। सभी विजयी प्रतिभागियों को पखवाड़ा समापन समारोह के अवसर पर सितंबर 29, 2021 को संस्थान के महानिदेशक डॉ. एच. श्रीनिवास द्वारा पुरस्कृत किया गया। उन्होंने सभी पुरस्कार विजेताओं को बधाई देने के साथ-साथ राजभाषा हिंदी के प्रचार-प्रसार को बढ़ावा देने के संबंध में अपने विचार रखे तथा सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी के अधिकाधिक प्रयोग का आह्वान किया।

### Make in Uttarakhand 2021 (September 16-17, 2021)

'Make in Uttarakhand 2021' was organized by Parichit Foundation during September 16-17, 2021 at Ramnagar, Uttarakhand to create awareness about the schemes, policies and initiatives of the government and the role of skill development and training in different fields. VVGNI participated in this exhibition to cater its objectives of dissemination of information about the activities of the Institute i.e. research, training, education, publication etc. and the various welfare programmes and initiatives of the Ministry of Labour and Employment. About 30 Central Government Ministries, National Institutes and PSUs participated in this exhibition. Hon'ble Member of Parliament (Lok Sabha), **Shri Harak Singh Rawat** inaugurated this exhibition and visited the VVGNI stall. Around 5000 people including students and teachers from various schools, colleges and universities who visited the Institute's stall were sensitized about the National Career Service portal. Some of the latest publications of the Institute were also displayed in the exhibition. The Institute was conferred with Second Prize. **Shri Harsh Singh Rawat**, Administrative Officer, **Shri Rajesh Karn**, Steno Asstt. Grade II and **Shri Satish Kumar**, MTS, represented the Institute at the exhibition and shared the activities of the Institute to the visitors.



## Destination Himachal Pradesh 2021 Solan, Himachal Pradesh (September 28-30, 2021)

Destination Himachal Pradesh 2021 was a mega event which highlighted the various government schemes and programmes to protect and safeguard the interest of workers in general and the poor, deprived and disadvantaged sections of the society in particular. Around three thousand participants, including a huge number of students, participated in the event. Several stalls by Government Ministries/Departments, were showcased during the event. VVG NLI got the Best Prize for information sharing. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Coordinator of the event.



## Azadi-ka-Amrut-Mahotsav Workshop (October 8, 2021)

This Workshop was organized on October 8, 2021 at Pragathi Hall, Collectorate, in Nizamabad for Celebrating 20 years of successful interventions for elimination of child labour in Veilpur Mandal, Nizamabad District and Awareness Generation on the Labour Codes. **Shri Narayana Reddy**, District Collector, Nizamabad, in his Welcome Address informed that Veilpur was declared as 'Child Labour Free Mandal' on October 2, 2001. In his Address, **Dr.H. Srinivas**, Director General, VVG NLI informed that the issue of child labour occupies a prominent place in the agenda of Training, Research, and other activities of the VVG NLI. Hon'ble MP (Lok Sabha) Nizamabad Constituency, **Shri Arvind Dharmapuri**, **Dr.Helen R. Sekar**, Senior Fellow, VVG NLI, **Shri K. Srinivas**, Director, Lal Bahadur Shastri National Academy of Administration, and **Ms.Rani Kumudini**, Special Chief Secretary, Labour Department, Government of Telangana also addressed the Workshop. The then CMO **Sudhakar Rao** also shared his experiences. In the Technical Session on 'Successful Interventions for elimination of child labour and cent percent enrolment and retention of children in schools in Veilpur Mandal, Nizamabad District: Sharing of Experience', **Dr. Helen R Sekar**, **Shri Sandeep Sultania**, Principal Secretary, Education, Govt. of Telangana, **Shri Bajireddy Goverdhan**, Ex. MLA Armoor, MLA (Nizamabad Rural) Chairperson TSRTC, **Shri K. Srinivas**, Director, LBSNAA, and **Shri G. Ashok Kumar**, (Ex DC., Nizamabad), Addl. Secretary, MJS, GoI addressed the participants and discussed the experiences of Veilpur in becoming the first mandal to eradicate child labour in the country. **Dr.Helen R. Sekar**, Senior Fellow was the Coordinator of the Workshop.



## Webinar on Labour Issues, Labour Codes and Laws Pertaining to Women Workers (October 20-21, 2021)

VVG NLI in collaboration with the State Labour Institute (SLI), Odisha organized a two day Webinar on Labour Issues, Labour Codes and Laws Pertaining to Women Workers. The specific objectives of the webinar were to: (i) provide an overview of gender and the labour market, (ii) analyze the existing inequalities with regard to wages, working conditions, employment security etc. and the emerging challenges for women caused by the pandemic COVID-19, (iii) sensitize the participants about the existing legal instruments and international labour standards on promotion of gender equality at the workplace, (iv) discuss the overall framework of labour legislation in India and the context of labour law reforms, (v) discuss the key features of the new labour codes in India and provisions for women workers. The Webinar was inaugurated by **Dr. H. Srinivas**, Director General, VVG NLI, Noida. The Webinar was divided into four panels namely; (i) gender concerns in the labour market and international labour standards on gender equality, (ii) Constitutional provisions, labour codes and its impact on women workers, (iii) implementation of labour codes: Challenges and Prospects (iv) Trade unions and employers perspective on Labour Codes. The panelists **Ms. Aya Matsuura**, Gender Specialist, International Labour Organization (ILO), **Dr.Ruma Ghosh**, Fellow, VVG NLI, **Dr Ellina Samantroy**, Fellow VVG NLI, **Dr. Monika Banerjee**, Research Fellow, ISST, **Dr.Sanjay Upadhyaya**, Senior Fellow VVG NLI, **Mr. Ankur Dalal**, RLC (C), MoLE, **Dr. Anoop Satpathy**, Fellow, VVG NLI, **Shri Rajan Verma**, Former CLC (Central) MoLE, **Dr.Kingshuk Sarkar**, Joint Labour Commissioner, Government of West Bengal, **Dr. Manoj Jatav**, Associate Fellow, VVG NLI, **Mr. Rama Krushna Panda**, National Secretary, AITUC, **Mr. Arvind Francis**, Technical Adviser, AIOE and **Mr. Prashant Kumar Padhi**, NFITU, Odisha made a presentation at the event. The Webinar was attended by forty six participants representing the Government Officials, representatives of workers, employers, civil society and academics from the state of Odisha. **Dr. Ellina Samantroy**, Fellow, VVG NLI, Noida was the Coordinator of the Webinar.



## Challenges of Marginalized Rural Labour in India: Need for Inclusion (October 20-22, 2021)

This Workshop was organized joined by the Gandhigram Rural Institute and V.V. Giri National Labour Institute, Noida. The specific objectives of the workshop were to: (i) discuss social inclusion of rural labour in India; (ii) understand gender issues in labour market in India; (iii) analyze the dynamics of rural labour and their issues; (iv) know the qualitative and quantitative research methods for labour research in India; (v) find out impact of migration on rural labour; (vi) elaborate the organized and unorganized sector in rural Indian context; (vii) develop the understanding of social security in labour market; (viii) assess financial inclusion policies of labour. The workshop was attended by twenty participants. **Dr. H. Srinivas**, Director General, VVG NLI, NOIDA inaugurated the workshop and interacted with the participants. **Dr. Shashi Bala**, Fellow VVG NLI, **Dr. A. Mani** and **Dr. Anjuli Chandra** Assistant Professor cum Assistant Director, GRI were the Course Directors of this workshop.



## PUBLICATION

### **BRICS and the World of Work: Formalisation of Labour Market** **NLI Research Studies Series No. 144/2021**

The issue paper on “Formalization of Labour Market in BRICS Countries” was prepared for the Employment Working Group and Labour Minister’s meeting of the BRICS countries held under India’s presidency in 2021. The issue note specifically focuses on four key aspects: the statistical profile of the informal economy in BRICS countries; the effect of the Covid-19 crisis and the risks of informalisation, documenting policy interventions and successful formalization practices at country levels; and highlights emerging issues and questions for deliberations during the meeting.



## TRAINING PROGRAMMES

### **LABOUR ADMINISTRATION PROGRAMMES (LAP)**

#### **Quasi Judicial Authorities: Role and Functions** **(September 06-09, 2021)**

The key objectives of the programme were to: (i) develop conceptual framework for discharging quasi-judicial functions in the context of present socio-economic scenario; (ii) discuss problems of quasi-judicial authorities; (iii) appreciate emerging trends in labour laws and judicial interpretations; (iv) have the understanding of relevant areas of Constitutional Law and Administrative Law. The programme was attended by twenty-two participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

#### **Labour Codes and Rules** **(September 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) provide an understanding of the human rights and constitutional framework of various labour codes; (iii) discuss the broad scheme and key features of various labour codes. The programme was attended by ten participants. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

#### **Technology and New Forms of Employment** **(October 04-07, 2021)**

The specific objectives of the programme were to: (i) trace the technological changes and its impacts and implications for work and work relations; (ii) examine the characteristics and processes of new forms of employment; (iii) understand the implications of new forms of employment for labour regulations; (iv) identify policy trajectories to respond to the changing forms of work and work relations. The programme was attended by sixty two researchers and practitioners from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

#### **Recent Initiatives towards Codification of Labour Laws in India** **(October 04-07, 2021)**

The objectives of the programme were to: (i) provide an understanding of the need and the context of codification of the labour laws in India; (ii) discuss critically the broad scheme and key features of various codes; (iii) discuss the implications of labour codes on labour market in India; (iv) discuss the perspectives of various stakeholders on the provisions of these labour codes. The programme was attended by forty nine participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### **INDUSTRIAL RELATIONS PROGRAMMES (IRP)**

#### **Leadership Development Programme for Women Officials** **(September 22-24, 2021)**

The specific objectives of the programme were to: (i) examine managerial style and increase self-awareness through leadership style; (ii) develop skills for negotiation, communication, leadership, interpersonal skills and time management; (iii) learn how to set priorities, how to control chaos in the workplace and make decisions under pressure; (iv) learn practical technique to manage and understand how emotions affect your job performance; (v) develop your analytical skill through research and information; (vi) learn assertiveness techniques for survival and advancement and develop the best strategic planning process. The programme was attended by thirteen participants. **Dr Dhanya MB**, Associate Fellow was the Course Director.

#### **Enhancing Capacity in Preventing Sexual Harassment at the workplace** **(September 27-30, 2021)**

The specific objectives of the programme were to: (i) discuss sexual harassment at the workplace and its inter-linkages with productive employment/productive contribution to economy; (ii) discuss the legal framework towards addressing sexual harassment at the workplace; (iii) discuss the strategies needed to combat sexual harassment at workplace. The training programme was attended by nine participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### **Developing Occupational Safety, Health and Welfare** **(October 04-08, 2021)**

The specific objectives of the programme were to: (i) provide an overview of occupational safety and health; (ii) provide an insight on the international standards and norms in the area of Occupational Safety and Health (OSH); (iii) understand the existing legal instruments and policies on Occupational Safety and Health (OSH) in the Indian context; (iv) discuss the role of different stakeholders in improving OSH at workplace; (v) share National and International Best Practices. The programme was attended by fifteen participants representing Officers from Governments establishments, private and public sector undertakings. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## **New Labour Laws in India (October 18-21, 2021)**

The objectives of the programme were to: (i) provide an understanding of the need and context of labour law codification; (ii) provide an understanding of the human rights and constitutional framework of various labour codes; (iii) discuss the broad scheme and key features of various labour codes. The programme was attended by twenty participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

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

#### **Leadership Development Programme for the Organisers of the Domestic Workers (September 13-17, 2021)**

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

#### **Enhancing Leadership Skills of Rural Trade Union Leaders (September 13-17, 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 thirty participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

#### **Capacity Building Training Programme on Labour Codes and Rules (September 17-18, 2021)**

The objectives of the programme were to: (i) discuss the overall framework of labour legislation in India and the context of labour law reforms; (ii) provide an overview of the constitutional framework for formulation of labour legislation; (iii) discuss the key features of four labour codes in India and (iv) understand the implications of these codes for the labour market. The programme was attended by sixteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

#### **Emerging Perspectives on Gender, Labour Laws and International Labour Standards (September 27 – October 1, 2021)**

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 training programme was attended by thirty-nine participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

#### **Leadership Development Programme for Mathadi Workers (September 28-October 01, 2021)**

The objectives of the programme were to: (i) develop a perspective of the participants on Mathadi Model, imparting in-depth knowledge including its history and genesis, its various features and functioning, schemes, significance for the empowerment of the workers, and limitations; (ii) make the participants acquainted with various issues related to labour and employment, (iii) know the new labour codes, and (iv) impart skills for effective leadership development. The programme was attended by thirty eight unorganized workers' representatives. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

#### **Training of Trainers Programme on Gender and Social Security (October 04-08, 2021)**

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

#### **Leadership Development Programme for Trade Union Leaders (October 04-08, 2021)**

The major 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 programme was attended by thirty participants from Central Trade unions. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

#### **Capacity Building Programme for Fisheries Workers (October 11-15, 2021)**

The specific objectives of the programme were to: (i) impart knowledge and information about fishery 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 participants on the various aspects of welfare funds. The training programme was attended by eight participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## Monitoring and Evaluation of Active Labour Market Policies (October 18-21, 2021)

The objectives of the programme were to: (i) provide an overview on labour and employment scenario at the global and national level; (ii) understand different components of labour market and employment policy; (iii) develop capacities to undertake labour market surveys and employment impact and evaluation studies. The programme was attended by eleven participants. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

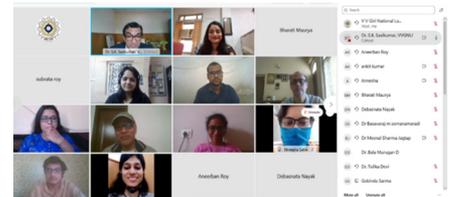
## RESEARCH METHODS PROGRAMMES (RMP)

### Research Methods on Gender, Poverty and the Informal Economy (October 18-22, 2021)

The major objectives of the programme were to: (i) develop understanding of research methods particularly, compare and contrast analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy; (ii) understand various concepts and theories related to gender, poverty and the informal economy research; (iii) provide an overview of qualitative and quantitative research methods; (iv) identify research gaps and propose directions for future research work. The programme was attended by eighteen participants. **Dr Dhanya M.B** Associate Fellow was the Course Director.

### Labour Market Analysis for Researchers and Practitioners (October 25-29, 2021)

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 sixty one researchers and practitioners in the area of labour market research. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



## CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP)

### Capacity Building Programme on Addressing Source State Vulnerability of Workers to Distress Migration, Trafficking, Child Labour and Bonded Labour (September 1-3, 2021)

The objectives of the programme were to: (i) develop better understanding of the Labour Codes, Bonded Labour System (Abolition) Act, Child and Adolescent Labour (Prohibition and Regulation) Act, IPC 370, and other relevant policies and laws; (ii) understand the linkages between distress migration, child labour, bonded labour and human trafficking; (iii) discuss the role and responsibilities of key statutory bodies mandated to address these issues; (iv) discuss methods of hot-spot mapping, transit points identification and victim-friendly repatriation and rehabilitation methods. The programme was attended by one hundred and seventeen participants **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

## INTERNATIONAL TRAINING PROGRAMME (ITP)

### The Future Work: Navigating Transformations Effectively (October 11-29, 2021)

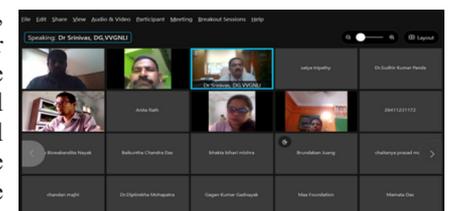
The Institute organised an Online International Training Programme on The Future Work: Navigating Transformations Effectively under the aegis of the ITEC scheme of the Ministry of External Affairs, Government of India during October 11-29, 2021. The specific objectives of the programme were to: (i) analyse the major contours of the future of work; (ii) trace technological changes and their impacts on and implications for work and work relations; (iii) examine the major labour market implications of COVID-19 and assess the responses of various stakeholders; (iv) delineate the components of the major pathways to ensure a brighter and equitable future of work; these include : striking a balance between qualitative and quantitative dimensions of employment; ensuring gender equality at the workplace; developing a robust social protection system, particularly to cover those in the informal economy; use of digital tools to improve labour market outcomes; and promoting social dialogue. The programme was attended by eighteen senior and middle level functionaries concerned with labour and employment related issues from Azerbaijan, Ecuador, Mauritius, Nigeria, Peru, Philippines, Somalia, and Vietnam. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



## COLLABORATIVE TRAINING PROGRAMMES (CTP)

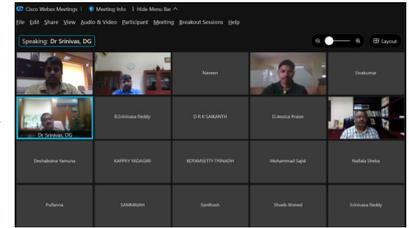
### Social Security for Unorganised Workers (September 13-15, 2021)

The three-days online training programme, in collaboration with State Labour Institute (SLI), Odisha, aimed to sensitize the participants about the existing inequalities and the need for universal social security coverage. The key 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 social security provisions for the unorganized sector workers in the new Social Security Code, 2020. The programme was attended by thirty seven participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.



## Effects of Extreme Climate Events on Labour: Challenges and Mitigation (CSD, Hyderabad) (September 27-30, 2021)

The online training programme, in collaboration with the Council for Social Development (CSD), Hyderabad, aims to enhance the knowledge, understanding and capacity of the participants on matters relevant to extreme climatic events, decent work and labour welfare in rural and transitional areas. The objectives of the programmes were to: (i) sensitize the participants about the concepts and hence the impact of extreme climate events on different segments of the labour force and their working conditions, (ii) familiarize the participants with the negative effects of climate instability and extreme weather events on employment vulnerability; (iii) acquaint the participants on the provisions of the new labour codes and other social security nets for the workers focusing on climate risk resilience, adaptation and labour security. The programme was attended by twenty two participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.



## Understanding Labour Market and Employment Opportunities for North Eastern States (October 25-29, 2021)

This programme was organized in collaboration with National Institute for Career Services (NICS), Noida. The specific objectives of the programme were to: (i) update the knowledge and skills of employment officers on fast changing labour market dynamics due to Liberalisation, Globalisation and Privatisation of economy; (ii) understand the nature of labour market trends at various levels; (iii) give an idea of different Research Methodologies based on which analysis of Labour market could be done; (iv) understand the role of NCS in Employment Market/Labour Market related areas. The training programme was attended by forty-three participants. **Mr. R. Aswanikumar**, NICS and **Dr. Otojit Kshetrimayum**, Fellow were the Course Directors.

## E-RURAL CAMP

### E-Rural Camp on Labour Codes and Strengthening Leadership Skills of Women Workforce (September 01-03, 2021)

The V. V. Giri National Labour Institute organized an e-rural camp in the Pindra village of Varanasi district of Uttar Pradesh during September 1-3, 2021. The objectives of the e-rural camp were to: (i) impart knowledge and information about agriculture to women labourers; (ii) enhance inter-personal communication, awareness on labour codes to discuss the legal protections in various labour legislations/ Labour codes 2020, (iii) familiarize on the various aspects of welfare funds for women workers. The rural camp was attended by fifty three participants. The e-rural camp was inaugurated by **Dr. H. Srinivas** the Director General, VVG NLI, NOIDA who also interacted with the participants. The programme was co-ordinated by **Dr. Shashi Bala**, Fellow, VVG NLI.



### E-Rural camp: Labour Codes & Enhancing Sensitivity towards Gender parity (September 7-9, 2021)

The e-rural camp in the Stiswa village of Bareilly district of Uttar Pradesh during September 7-9, 2021. The objectives of the e-rural camp were to: (i) understand gender and its inter linkages with productive employment/ contribution to the economy; (ii) discuss the legal framework promoting gender parity, awareness on labour codes and to discuss the strategies required to combat gender discrimination in the world of work. The rural camp was attended by sixty one participants. The e-rural camp was inaugurated by **Dr. H. Srinivas** the Director General, VVG NLI, NOIDA who also interacted with the participants. The programme was co-ordinated by **Dr. Shashi Bala**, Fellow, VVG NLI.



### E-Rural Camp: An Introduction to Labour codes and Gender Responsive Budgeting in India (September 21-23, 2021)

The e-rural camp in the Urla Jagir Village of Bareilly district of Uttar Pradesh during September 21-23, 2021. The objectives of the e-rural camp were to: (i) increase awareness and capacity on gender and budgets; (ii) enhance institutional accountability (iii) promote equal participation in decision-making processes for development of more gender-equal policies and identifying the gap between policy and budget allocations; (iv) awareness on labour codes and to strengthen advocacy and social dialogue on gender issues. The rural camp was attended by fifty six participants. **Dr. H. Srinivas**, Director General, VVG NLI, NOIDA inaugurated the e-rural camp who interacted with the participants. The programme was co-ordinated by **Dr. Shashi Bala**, Fellow, VVG NLI.



## 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 September and October, 2021.
- On 2<sup>nd</sup> September, 2021 attended a meeting chaired by Special Secretary, MoLE to discuss the status of MoU signed by VVG NLI & ITC, ILO.
- On 14<sup>th</sup> September, 2021 attended 'Hindu Divas Samaroh' at the Vigyan Bhawan, New Dehi and on behalf of VVG NLI received the Rajbhasha Keerthi Puraskar.
- On 8<sup>th</sup> October, 2021 attended 'Azadi-ka-Amrut-Mahotsav' Workshop for celebrating 20 years of successful interventions for Elimination of Child Labour in Veilpur & Awareness Generation on the Labour Codes through online mode and on 22<sup>nd</sup> October, 2021 addressed the Collaborative workshop on "Challenges of Marginalized Rural Labour in India - Need for Inclusion".

- On 28<sup>th</sup> October, 2021 attended the second meeting of the reconstituted experts group on 'Fixation of Minimum Wages & National Floor Wages'. On 7<sup>th</sup> October, 2021 attended the Review meeting on Special campaign of cleanliness Chaired by Secretary (L&E) and also signed the MoU between V.V. Giri National Labour Institute, Noida & National Institute of Agricultural Extension Management, Hyderabad through online mode.

## Professional Engagements of Faculty Members

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

- Member, Expert Group, 'All India Quarterly Establishment Based Employment Survey' conducted by Labour Bureau. 'Report of the First Quarter (April-June 2021)' released on September 27, 2021.
- Nominated as Chairperson of the Committee for Future Roadmap/Action Plan and Re-organising the Training Modules/Training Materials of the Dattopant Thengadi National Board for Workers Education and Development (DTNBWED), constituted by the Ministry of Labour and Employment.
- Attended the Meeting of the Standing Committee on Education, Training and Orientation of the V.V. Giri National Labour Institute, September 15, 2021.
- Delivered a Lecture on the theme 'Labour Migration and Development: Review of Theories and Empirical Insights' to the 41<sup>st</sup> Refresher Course in Sociology, UGC-Human Resource Development Centre, Jawaharlal Nehru University, New Delhi, September 14, 2021.

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

- Participated in the Webinar on the theme 'Future of Urban Mobility' organized by the Foundation for Economic Growth and Welfare (EGROWF) on September 10, 2021.
- Participated in the Virtual Consultative Workshop on 'New Social Security Code and Strengthening of Social Protection System in India with Particular Reference to Eastern India,' organized by ILO-IHD, New Delhi, on September 24, 2021.
- Participated in the Virtual Brainstorming Meeting on 'International Year for the Elimination of Child Labour' organized by the SDG 8.7 Platform ILO on September 30, 2021.
- Participated in the Panel Discussion on 'Impact of the COVID-19 Pandemic on the Socio-economic Situation of Vulnerable Populations' and the Virtual Launch of the UNICEF-IHD Report on October 18, 2021.
- Participated in the Meeting of the Core Advisory Group on Bonded Labour on October 21, 2021 organized by the National Human Rights Commission.
- Participated in the webinar on 'Gender in the Consumer Pyramids Household Survey' organized by the CMIE on October 21, 2021.

### Dr. Ruma Ghosh, Fellow

- Presented a paper on "Safety and Health of Women Workers in Global supply Chains" on September 21, 2021 in the XXII World Congress on Safety and Health at Work, September 20-23, 2021.
- Participated in an online workshop - 'Towards a Shared Understanding of Digital Social Protection: What are the Lessons from the Covid 19 Crisis and Implications for the Future' organised by GIZ on September 27, 2021
- Panelist in the Webinar on 'Impact of Covid-19 on the Employability of Women Workers in the Service Sector' organized by Indian Industrial Relations Association (IIRA) on October 22, 2021.
- Participated in the 1<sup>st</sup> Joint Working Group (JWG) Meeting between Ministry of Labour and Employment and NACO at MoLE on October 25, 2021.

### Dr. Ellina Samantroy, Fellow

- Panelist in a panel discussion themed 'Conceptual Issues, International Standards and Key Provisions' in online one day Workshop on Addressing Harassment of Women at Workplace: Legislation and Policy on September 3, 2021 organised by VVG NLI & SLI, Odisha.
- Panelist in a panel discussion themed 'Decent Work for Women: Impact of Digitisation' held on September 07, 2021 organised by Dattopant Thengadi Foundation, New Delhi.
- Delivered a special lecture on Occupational Safety, Health and Working Conditions Code in an online training programme on Implications of New Labour Codes, 2020 for ICAR on September 8, 2021 organised by ICAR-National Academy of Agricultural Research Management (NAARM), Hyderabad, Telangana.
- Panelist in a panel discussion themed 'Gender Concerns in the Labour Market and International Labour Standards on Gender Equality' in a Webinar on Labour Issues, Labour Codes and Laws Pertaining to Women Workers on October 20, 2021 organised by VVG NLI.

### Dr. Otojit Kshetrimayum, Fellow

- Delivered a lecture on Labour Market Analysis in the 'Short Duration Online Refresher Training Programme on 'Employment Market Information' for Employment Personnel organized by National Institute for Career Services (NICS) on October 5, 2021.
- Delivered a lecture on Labour Market Analysis: Research Methodologies in the 'Short Duration Online Refresher Training Programme on 'Employment Market Information' for Employment Personnel organized by National Institute for Career Services (NICS) on October 28, 2021.

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

- Attended one month Course 'Private-sector Engagement for Livelihoods and Employment Opportunities of Vulnerable Groups in Fragile, Conflict-Affected and Emergency Situations' by ILO-ITC, Turin September 6 to 8 October 2021.
- Attended online short course on Research Skills for South Asia by IZA institute of Labour Economics/FCDO, Germany September 14-15, 2021.

