



# इन्द्रधनुष

# INDRADHANUSH

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

For Private Circulation only



Volume XI

Number 5

September-October, 2020

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## FROM THE DIRECTOR GENERAL'S DESK

### The Occupational Safety, Health and Working Conditions Code 2020

Since the onset of liberalization and globalisation, there has been a line of thinking that the labour reforms are the sine qua non for economic growth. It is in this context that the labour reforms initiated by the Ministry of Labour and Employment become very appropriate and significant. The existing 29 Labour Laws have been simplified, rationalized and amalgamated into four Labour Codes viz. Code on Wages, 2019; Code on Occupational Safety and Working Conditions 2020; Code on Social Security and Code on Industrial Relations 2020. While the Code on Wages has been passed by the Parliament in 2019, the other three codes have been passed during September, 2020.

The Code on Occupational safety, health and working conditions has amalgamated the 13 existing labour laws namely, The Factories Act 1948; The Mines Act, 1952; The Dock Workers (Safety, Health and Welfare) Act, 1986; The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; The Plantations Labour Act, 1951; The Contract Labour (Regulation and Abolition) Act, 1970; The Inter-State Migrant workmen (Regulation of Employment and Conditions of Service) Act, 1979; The Working Journalist (Fixation of Rates of Wages) Act, 1958; The Motor Transport Workers Act, 1961; The Sales Promotion Employees (Conditions of Service) Act 1976; The Beedi and Cigar Workers (Conditions of Employment) Act, 1966; and The Cine Workers and Cinema Theatre Workers Act 1981.

The Code applies to establishments employing 10 or more workers and in the case of establishments where hazardous or life threatening activity is being carried on, the provisions are applied even if there is one worker. Some of the salient features of the Code include; the introduction of a single registration system instead of multiple registrations; wider coverage to inter-state migrant workers; introduction of night shift for women in all establishments; mandatory annual health check-up for certain class of workers and above certain age; mandatory issuance of appointment letters to the workers and so on. The introduction of a single All India Licence with a validity of five years reduces the complexity of multiple licences and promotes ease of doing business. With the introduction of night shift for women, now women workers can safely work after 07.00 p.m. to 06.00 a.m. subject to their consent and employers ensuring adequate facilities. The Code promotes research on occupational health and safety and encourages conducting of safety and occupational health surveys. The annual health check-ups would help in early detection of diseases, especially occupations diseases being suffered by the workers whereby prompt medical aid could be rendered in advance before the disease becomes incurable.

The OSH Code envisages strict enforcement and compliance machinery by outlining the role of the inspector-cum-facilitator who is not only responsible for carrying out inspections but has an added role of providing guidance to the employers and the workers on the implementation of the provisions of the Code and promotion of healthy working relationship.

The constitution of a safety committee has been provided comprising of representatives of employers and workers to create safety awareness among workers; undertake educational, training and promotional activities and assist and co-operate with the management in promoting a safe and a better workplace free from occupational hazards. On the whole, the Code has consolidated various labour laws in pursuance to the recommendations of the Second National Commission on Labour, 2002 and has attempted to align the various labour laws with the changing economic scenario and impact of technological advancements on the world of work. It is indeed a significant step in the direction of labour reforms in protecting the rights of both workers and employers and is expected to promote safe and healthy working conditions and well-being of workers and their families.



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INDRADHANUSH

## SPECIAL EVENTS

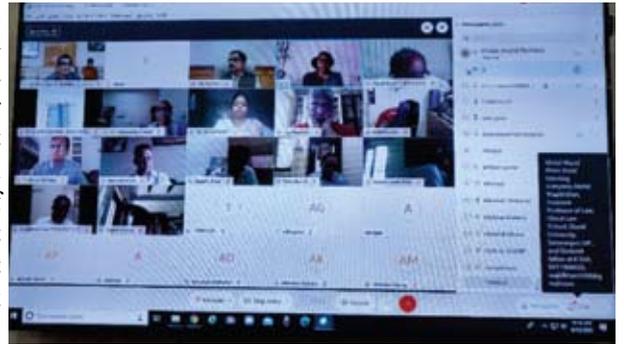
### वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा हिंदी पखवाड़ा – 2020 का आयोजन

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा सितंबर 14-29 2020 के दौरान हिंदी पखवाड़ा-2020 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। सितंबर 14, 2020 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 हिंदी अनुवादक श्री बीरेन्द्र सिंह रावत द्वारा दी गयी। हिंदी पखवाड़ा-2020 के दौरान कुल सात प्रतियोगिताएँ आयोजित की गयीं जिसमें कुल 32 लोगों ने हिस्सा लिया और इनमें से 20 सदस्य पुरस्कार हासिल करने में सफल रहे। सभी विजयी प्रतिभागियों के साथ ही केंद्रीय माध्यमिक शिक्षा बोर्ड की वर्ष 2020 में आयोजित 10वीं की परीक्षा में हिंदी में उत्कृष्ट अंक (95 प्रतिशत) प्राप्त करने पर मा. अभिषेक श्रीवास्तव (सुपुत्र श्री अर्जुन कुमार श्रीवास्तव) को हिंदी प्रतिभा पुरस्कार योजना के तहत हिंदी पखवाड़ा समापन समारोह के अवसर पर सितंबर 29 2020 को संस्थान के महानिदेशक डॉ. एच. श्रीनिवास द्वारा पुरस्कृत किया गया।



### National Workshop on Labour Migration: Issues and Way Forward (September 15, 2020)

V.V. Giri National Labour Institute (VVGNI) organised an “Online National Workshop on Labour Migration: Issues and Way Forward” on September 15, 2020. The Workshop was inaugurated by **Ms. Kalpana Rajsinghot**, Joint Secretary, Ministry of Labour and Employment (MoLE), GoI. **Dr. H. Srinivas**, Director General, VVGNI set the context of the Workshop. The Workshop deliberated upon issues like: How effective are existing secondary sources of data in capturing labour migration flows; recent and major trends of labour migration streams; how labour regulations and public employment programmes (like MGNREGA) affect the different types of migration flows; vulnerabilities of migrant workers particularly in the aftermath of the COVID-19 pandemic; how far have the measures taken by different stakeholders been effective in mitigating the insecurities of the migrant workers; situating the intersection of labour migration and future of work at a time of rapid change, uncertainty and disruption.



The deliberations of the Workshop were organised in two Panels with the following speakers; **Panel Discussion I** : (i) Shri Mihir Kumar Singh, Principal Secretary (Labour), Government of Bihar (ii) Shri Virjesh Upadhyay, General Secretary, Bharatiya Mazdoor Sangh (BMS) (iii) Shri Rahul Banerjee, Vice President & Head-Corporate Affairs, Qness Corp Ltd (iv) All India Organisation of Employers (AIOE) and **Panel Discussion II**: (i) Dr. K. Ravi Raman, Member, State Planning Board, Kerala (ii) Dr. Rajesh Tandon, President, Participatory Research in Asia (PRIA), (iii) Dr. S. Chandrasekhar, Professor, Indira Gandhi Institute of Development Research. The Workshop was attended by three hundred eighteen participants representing Central Government, State Government, Trade Unions, Employers Organisations, Civil Society Organisations and Academic Institutions. **Dr. S.K. Sasikumar**, Senior Fellow coordinated the event.

### National-level Training Workshop on ‘PENCIL Portal’ for Chairpersons of NCLP (September 17, 2020)

A National-level Training Workshop on ‘PENCIL Portal’ for the Chairpersons of NCLPs was conducted on-line on September 17, 2020. The objectives of this workshop were: (i) to highlight diligent marking of online attendance on PENCIL portal; (ii) to emphasize on stipend module on PENCIL portal; (iii) registration of DSC; (iv) beneficiary validation, and other related aspects. **Dr. Helen R. Sekar**, Senior Fellow & Coordinator, National Resource Centre on Child Labour, VVGNI, provided the introduction and the background of the workshop. **Dr. H Srinivas**, Director General, VVGNI set the context of the workshop. **Shri Heeralal Samariya**, Secretary, MoLE, GoI delivered the Inaugural Address and **Ms. Kalpana Rajsinghot**, Joint Secretary, MoLE chaired the Technical session on the theme ‘Operational Challenges: An Overview’. Officials of the Child Labour Division, MoLE made a presentation on different aspects of PENCIL Portal and the district-specific challenges. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI, moderated the interactive session, anchored and coordinated this National Training Workshop.



## National Workshop on Skill Development for Tribal and Rural Youth: Inclusion and Opportunities (September 16-18, 2020)

The Centre for Agrarian Relations, Rural and Behavioural Studies, VVGnLI in collaboration with Centre for Study of Social Exclusion and Inclusive Policy Gandhi Gram Rural Institute, Gandhigram, Tamil Nadu organized a three-day National Workshop on, 'Skill Development for Tribal and Rural Youth: Inclusion and Opportunities'. This workshop provided a platform for academicians, researchers, officials from PRIs; NGOs, trade unions and Skill Development Institutions to discuss the need and skill development opportunities and challenges of tribal and rural youth with a focus on government policies and programmes. The sub themes were: (i) skill development opportunities and challenges faced by tribal and rural youth; (ii) promoting entrepreneurship through skill development of tribal and rural youth; (iii) inclusion policies pertaining to skill development for tribal and rural youth; (iv) initiatives taken by Government, civil society and private sector in enhancing skills of tribal and rural youth through inclusive and meaningful skill development programmes. The workshop was attended by seventy two participants. **Dr. H. Srinivas**, Director General, VVGnLI inaugurated the workshop and **Dr. Shashi Bala**, Fellow coordinated the workshop.



## National Webinar on Samadhan Portal (September 17, 2020)

A National Webinar on 'SAMADHAN' Portal (Software Application for Monitoring and Disposal, Handling of Industrial Disputes) was organised by the V.V. Giri National Labour Institute (VVGnLI) and the Ministry of Labour & Employment (MoLE) on September 17, 2020 with an objective to share knowledge about the functioning and effectiveness of the portal. **Shri Heeralal Samariya**, Secretary, MoLE inaugurated the Webinar and **Ms. Kalpana Rajsinghot**, Joint Secretary, MoLE presided over the webinar and elaborated the functioning of the portal. **Shri D.P.S Negi**, CLC & SLEA spoke on the importance of the SMADHAN Portal. **Dr. H. Srinivas**, Director General, VVGnLI welcomed the participants and set the context of the programme. **Dr. Sanjay Upadhyaya**, Senior Fellow, VVGnLI along with officials of MoLE coordinated the programme.

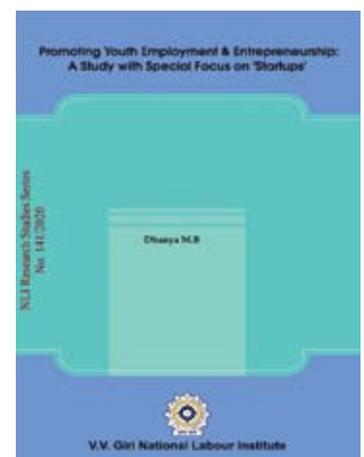
## PUBLICATION

### Promoting Youth Employment & Entrepreneurship: A Study with Special Focus on 'Startups' NLI Research Studies Series No. 141/2020

This exploratory research study on startups examines the role of educational institutions in creating an ecosystem for the young population to facilitate entrepreneurship. This study is significant in the context of growing educated unemployment and increasing youth labour force. Considering the demographic dividend in the country, the importance of promoting innovation and entrepreneurship cannot be ignored since it is an effective alternative opportunity to create employment.

Based on the field survey and case studies along with secondary literature, the study mainly explores the effectiveness of the startup initiative of the government of India and also discusses the current policy surrounding the country's context to the growth of youth employment generation opportunities.

This research report is an insightful resource to youth and labour market studies since there are very few literature specifically on young people and startups and it would be of immense interest not only to the policymakers but also academicians and others working in this area and enables us to comprehend the entrepreneurship/innovation trends and challenges among Indian youth.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Towards Generating Quality Employment: Challenges and Options (September 14-16, 2020)

The specific objectives of the programme were to: (i) examine the linkages between employment, economic growth and development; (ii) analyse emerging trends in employment; (iii) share good practices on quality employment generation; and (iv) discuss strategies to evolve quality employment as a catalyst for achieving the national goal sustainable and inclusive

growth. The programme was attended by forty practitioners and research scholars from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### **Affirmative Policies Pertaining to Equity & Parity for Enhancing Women Participation in the Labour Market (September 28-October 02, 2020)**

The specific objectives of the programme were to: (i) discuss concerns pertaining to gender parity in the employment; (ii) develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women engaged in employment; (iii) develop strategies for effective enforcement of laws pertaining to the women in employment. The training programme was attended by fifty three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Effective Labour Law Enforcement (October 12-14, 2020)**

The specific objectives of the programme were to: (i) have an understanding of the context of labour legislations; (ii) have knowledge of substantive as well as procedural contents of different labour laws; (iii) develop understanding with regard to new directions in labour laws and judicial interpretations; (iv) explore ways for optimum utilization of existing resources and identify the difficulties in the way of effective enforcement of labour laws, and exploring remedial measures. The training programme was attended by thirty four participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

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

### **Managing Work Effectively: A Behavioural Approach for RBI & Indian Government Officials (October 13-16, 2020)**

The specific objectives of the programme were: (i) to be familiar with various aspects of organisational development and culture during COVID-19 and know more about work and office management; (ii) to know about various behavioural skills (positive attitude, team work, time management, stress management, communication skills, decision making, self motivation, work life balance, emotional intelligence) and its importance; (iii) to enhance sensitivity towards self, group and organization; (iv) to acquaint participants with negotiating skills, consensus building and decision-making process for organisational excellence. The training programme was attended by eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Fundamental of Labour Laws (October 26-29, 2020)**

The specific objectives of the programme were to: (i) acquire the knowledge of substantive as well as procedural contents of Industrial Relations Law; (ii) have an understanding of Social Security legislations; (iii) develop an insight into the Wage Law; (iv) gather an understanding of the law relating Contract Labour. The training programme was attended by sixteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

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

### **Capacity Building Programme for Stake-holders in the Building and Construction Sector (September 01-03, 2020)**

The specific objectives of the programme were to: (i) familiarize the various stake-holders in the Building and Construction Sector with the various risk, hazards and insecurities associated with the Building and Construction Work; (ii) provide an overview of the broad scheme and features of the Building and other Construction Workers (RE&CS) Act, 1996; (iii) provide an overview of the Building and other Construction Worker's Welfare Cess Act, 1996; (iv) help the representatives of the BOCW (RE&CS) Act to develop an understanding with regard to the formalities for availing various benefits. The training programme was attended by twenty four participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### **Skills Development Employment Generation (September 07-09, 2020)**

The specific objectives of the course were to: (i) understand nature of youth employment challenges in developing countries; (ii) understand the linkage between vocational /technical education/skill training with growth and employment; (iii) enable the participants to play larger role in designing and implementing Government Skill and Entrepreneurship development policies by enhancing their individual capacity. The programme was attended by forty seven participants comprising of state government officials involved with implementation of vocational education and skill training programmes, principals, trainers and instructors from public and private training institutions, research faculty/scholars, and NGO professionals. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

## Mainstreaming Gender Issues in Employment

(September 7-11, 2020)

The specific objectives of the programme were to: (i) understand gender mainstreaming for sustainable development; (ii) 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 employment for inclusive growth; (iv) pragmatically understand gender budgeting for auditing gender issues in employment. The training programme was attended by fifty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## Monitoring and Evaluation of Active Labour Market Policies

(September 21-23, 2020)

The specific objectives of the course were to: (i) provide an overview on youth employment policies at the global and national level; (ii) provide case studies and effectiveness of active labour market policies in global and Indian context; (iii) capacity development in designing and implementing result based monitoring and evaluation framework; (iv) understand the importance of evidence based policy making. The programme was attended by thirty eight participants comprising of officials of Central and State Labour Services, Private sector and NGO professionals and research faculty/scholars. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

## Skill Development for Youth Employability and Entrepreneurship

(September 23-25, 2020)

The major objectives of the programme were: (i) to understand the World of Work, Future of Work and Decent Employment; (ii) to situate the importance of skill development for employability in general and for youth in particular in the emerging economy; (iii) to familiarize the participants with skill development avenues and initiatives; (iv) to enable the participants to play larger role along with enhancing individual capacity. The programme was attended by thirty four Master's Degree students and Research Scholars from different Universities of India. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

## Social Security for Unorganised Sector

(September 23 - 25, 2020)

The specific 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; (iii) familiarize the participants with labour laws and social security provisions. The programme was attended by forty eight participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

## Wage Policies and Minimum Wages

(October 06-08, 2020)

The specific objectives of the course were to: (i) provide overview of wage policy and minimum wage system of India and reforms in Wage Policy and provisions of Code on Wages, 2019 and Draft Code (Central) Wage Rules 2020; (ii) strengthen evidence based minimum wage-fixing and adjustments process; (iii) share international standards and best practices on minimum wage systems, constraints and challenges; (iv) stimulate exchange of views and experiences among participants. The programme was attended by ninety eight participants comprising of officials of Central and State Labour Services, officials and faculty of State Labour Institutes, private sector HR and IR professionals, NGO professionals, media professionals, officials of UN agency and research faculty/scholars. **Dr. Anoop Kumar Satpathy**, Fellow coordinated the programme.

## Migration and Development: Issues and Perspectives

(October 07-09, 2020)

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

## Labour Issues and Labour Laws

(October 26-29, 2020)

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

## RESEARCH METHODS PROGRAMME (RMP)

### Research Methods on Gender, Poverty and the Informal Economy (October 19-23, 2020)

The objectives of the programme were to: (i) provide a structural analysis of the complex relationships between informality, gendered relations of power and poverty; (ii) develop sufficient understanding of research methods particularly, compare and contrast analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy; (iii) understand various concepts and theories related to gender, poverty and the informal economy research; (iv) overview of qualitative and quantitative research methods. The programme was attended by twenty seven participants including young teachers and researchers from universities, colleges/research institutions and professionals from various institutions. **Dr. Dhanya M.B.**, Associate Fellow was the Course Director.

## CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP)

### Prevention and Elimination of Child Labour and Bonded Labour for North Eastern States (September 15-17, 2020)

The objectives of the programme were to: (i) impart knowledge and skills for identification and prevention of child labour and bonded labour; (ii) equip the participants with knowledge of laws and procedures in releasing and rehabilitating bonded labour and child labour; (iii) develop skills for strengthening interventions capacity for rehabilitation of child labour and bonded labour; (iv) impart skills for convergence of stakeholders efforts and benefits of development programmes for elimination of child labour and bonded labour. The programme was attended by forty nine participants comprising of Government Officials including Legal cum Probation Officers, officials of different Units of the Police Department, Deputy Labour Commissioners, Assistant Labour Commissioners, Labour Inspectors, Data Managers; Trade Union Leaders, Representatives from Panchayati Raj Institutions/ Tribal Councils, NGOs, CWCs, NSS, NYK, District Youth Coordinators, District Child Protection Officers, Research Scholars, and Outreach Workers from different north eastern states. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

## NORTH-EASTERN STATES PROGRAMMES (NEP)

### Fundamental of Labour Laws (September 28-30, 2020)

The specific objectives of the programme were to: (i) acquire the knowledge of substantive as well as procedural contents of Industrial Relations Law; (ii) have an understanding of Social Security legislations; (iii) develop an insight into the Wage Law; (iv) gather an understanding of the law relating to Contract Labour. The training programme was attended by twenty one participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

### Social Protection and Livelihood Security for North Eastern States (October 14-16, 2020)

The objectives of the training programme were to: (i) enhance the competence of social partners and motivate them to work towards the promotion and holistic management of livelihood and social security measures in the North East; (ii) discuss various issues and challenges relating to livelihood and social security in the region; (iii) understand the different social protection programmes that transfer assets and skills for self-employment and public works programmes, thereby enabling people to cope with poverty; (iv) explore the alternative coping strategies/good practices for poverty reduction. The training programme was attended by forty participants from the North Eastern States of India. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director

## COLLABORATIVE TRAINING PROGRAMME (CTP)

### Strengthening Leadership Skills: Beedi Industry Representatives (SLI Odisha) (October 26-28, 2020)

The specific 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 skills; (iii) discuss the protection measures in various labour legislations; (iv) familiarise on the various aspects of welfare funds for beedi workers. The training programme was attended by sixteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

## OTHER PROFESSIONAL ENGAGEMENTS

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

1. Attended the meeting with the Parliamentary Committee in connection with the laying of the Annual Reports and Audited Accounts of VVG NLI on September 11, 2020 at Parliament Annexe along with Shri Heeralal Samariya, Secretary and Ms. Kalpana Rajsinghot, Joint Secretary, MoLE.

2. Addressed the participants in the **Inaugural Sessions** of the Online Training Programme on (i) “Skill Development and Employment Generation” (September 07-09, 2020); (ii) “Migration and Development: Issues and Perspectives” (October 07-09, 2020); (iii) National Workshop on “Skill Development for Tribal Rural Youth: Inclusion and Opportunities” (September 16-18, 2020); (iv) “Towards Generating Quality Employment: Challenge and Options” (September 14-16, 2020)
3. Addressed the participants in the **Valedictory Sessions** of the online Training Programmes on (i) “Capacity Building Programmes for Stakeholders in the Building and Construction Sector” (September 01-03, 2020); (ii) “Mainstreaming Gender Issues in the Employment” (September 07-11, 2020); (iii) “Wage Policies and Minimum Wages” (October 06-08 2020); (iv) “Effective Labour Law Enforcement” (October 12-14, 2020); (v) “Social Protection and Livelihood Security for North Eastern States” (October 14-16, 2020); (vi) “Research Methods on Gender Poverty and the Informal Economy” (October 19-23, 2020); (vii) “Labour Issues and Labour Laws” (October 26-29, 2020); (viii) “Fundamental of Labour Laws” (October 26-29, 2020); (ix) “Labour Issues and Labour Laws” (October 26-29, 2020)
4. Chaired the Quarterly Meeting of the Departmental Official Language Implementation Committee (DOLIC) on September 29, 2020 and reviewed the official language implementation in the Institute.
5. Chaired the Quarterly Meeting of the Faculty Members on September 29, 2020 and reviewed the conduct of the professional activities of the Institute.
6. Convened six (06) meetings with the CPWD officials expedite the renovation work of Administrative Block.
7. Attended the meeting with Secretary, Ministry of Labour and Employment and made a Power Point Presentation on the profile of V.V. Giri National Labour Institute and its various activities on October 06, 2020

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

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

- Nominated as a Member, Expert Group on Surveys to be undertaken by Labour Bureau, Ministry of Labour and Employment, Government of India and Team Leader of the Sub-Group on Survey of Migrant Workers.
- Delivered Lecture on the theme ‘Theories of Migration’ in the 40<sup>th</sup> Refresher Online Course of Sociology, organised by UGC-Human Resource Development Centre, Jawaharlal Nehru University, September 11, 2020.
- Panelist, Webinar on Aatmanirbhar Bharat: A Roadmap for Inclusive Growth, Department of Humanities and Social Sciences, National Institute of Technology Patna, October 02, 2020.
- Delivered Lecture on the theme, Transformations in the World of Work: Impacts and Implications, In-House Training on ‘Labour Force Statistics’ for the 42<sup>nd</sup> Batch of Indian Statistical Service Probationary Officers, National Statistical Systems Training Academy, Ministry of Statistics and Programme Implementations, Government of India, Greater NOIDA, October 19, 2020.
- Chaired and Moderated Online Panel Discussion on South Asian Synergies in International Migration: Identifying Best Practices, organised by India Centre for Migration, Ministry of External Affairs, October 29, 2020.
- Delivered Lectures on the themes, Research and Research Methods : An Introduction; and Data Collection : With Reference to ‘Questionnaires’ at the Online Workshop on Basic Research Methods in Social Sciences, Kirori Mal College, University of Delhi, October 30, 2020.

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

- Participated and contributed to the discussion and deliberations in the Webinar on ‘Children and Adolescents in Urban India: Scale and Nature of Deprivation among the Children and Adolescents’ organized by National Institute of Urban Affairs and the UNICEF on September 3, 2020.
- Addressed the participants of the One-day National Webinar on ‘Children’s Rights and COVID-19 Pandemic’ on the topic ‘Child Protection Issues during COVID-19 and its Implications for Child Labour’ jointly organized by Vardhman Mahaveer Open University, Centre for Child Protection, Sardar Patel University of Police Security and Criminal Justice, Rajasthan, and the UNICEF on September 8, 2020.
- Orientated the industry owners and other stakeholders of Panipat, Haryana on Child Labour Laws in the District Level Virtual Meeting on “The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986” organized by the National Commission for Protection of Child Rights (NCPCR), Government of India on September 9, 2020.
- Addressed the key stakeholders on the ‘Processes to be adopted during Rescue and Rehabilitation of Children from Labour’ in a webinar organized by the Labour Department, Government of Uttar Pradesh and the UNICEF on September 22, 2020. The key stakeholders are a part of the ‘No Child Labour Campaign’ initiated by the Police Department, Government of Uttar Pradesh.
- Participated in the Web-based Validation meeting of the ILO Commissioned Report on Impact of Covid 19 on Child Labour and Forced Labour Response as a Subject Expert Key Informant and contributed to the deliberations including the plenary session, group discussion and presentation held on September 24, 2020.
- Addressed the participants of the Webinar on ‘Child Protection Issues after COVID-19 Pandemic’ organised by Hope India, Campaign Against Child Labour (CACL) on September 30, 2020. Also, made a presentation on ‘Understanding the Situation of Child Labour in India during the COVID-19 Pandemic Disaster: National Perspective’ inaugurated by Sri. M. Kandasamy, Hon’ble Minister for Social Welfare, Government of Puducherry.

- Addressed on the topic ‘Mainstreaming Child Labourers in Schools: Issues, Challenges and Alternatives’ on October 6, 2020 in an event organized by the Centre for Education Innovation and Action Research (CEIAR) as a part of a project commissioned by the National Human Rights Commission (NHRC) to the Tata Institute of Social Sciences (TISS), Mumbai.
- Participated in the virtual Meeting of the Central Advisory Board (CAB) on Child and Adolescent Labour held on October 8, 2020 and contributed to the discussions and deliberations. The meeting was organized by the Ministry of Labour and Employment, Government of India, and chaired by the Honourable Minister Shri Santosh Kumar Gangwar, Minister of State (Independent Charge) for Labour and Employment.
- Addressed the participants of the Workshop on ‘Developing on-line Resource Center on Child Labour through Capturing Data, Success Stories and Best Practices for Eradication of Child Labour’ on October 14, 2020 in a virtual Workshop organized by the National Advocacy Unit of the Campaign Against Child Labour (CACL), New Delhi.
- Participated in the Interactive Video Conference on the Topic ‘Discrimination and social exclusion by Caste and Class’ on Saturday, October 31, 2020 by Prof. Sanghamitra S. Acharya, Former Director, Indian Institute of Dalit Studies & Faculty, Centre for Social Medicine and Community Health School of Social Sciences Jawaharlal Nehru University, New Delhi.

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

- Participated in the Web Book Discussion on ‘Women, Witch Hunts and Social Transformation’ organized by Centre for Gender Studies, Institute for Human Development, New Delhi on September 15, 2020.
- Delivered a lecture on “Gender and Social Protection” in the 4th Short Term Course on ‘Gender Sensitization’ organised by UGC-Human Resource Development Centre (HRDC) and CSRDC, Jawaharlal Nehru University for university teachers on September 22, 2020
- Attended online Conference on ‘COVID-19 and Occupational Safety and Health’ organized by ILO and ISSA during October 5-6, 2020.
- Participated in Global e-Conference on ‘Turning COVID-19 Crisis into an Opportunity’ organized jointly by the International Policy Centre for Inclusive Growth (IPC-IG), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) during October 5-8, 2020.

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

- Panelist in Web Policy Talk and Panel Discussion and Release of Study Findings-Rural Telephonic Time Use Survey Study-Life in the Era of COVID-19: Impact on Women Village Makers and Future Prospects on September 5, 2020 organised by Impact and Policy Research Institute, New Delhi.
- Participated in an online Validation meeting of the ILO Commissioned Report on ‘Impact of COVID-19 on Child Labour and Forced Labour Response’ as an expert and contributed to the deliberations on September 24, 2020 organized by the ILO, New Delhi.
- Delivered a Session in an online Orientation programme on ‘How to Approach Research in Social Science? Conceptualization and Methodological Intervention’ on October 11, 2020 organised by Savitri Bai Phule Mahila Mahavidyalaya, Sikar, Rajasthan.
- Attended a meeting through Video Conference regarding the issue of Child Labour in Gem Cutting & Polishing Industry on October 20, 2020 organised by the Gem & Jewellery Export Promotion Council, Jaipur.

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

- Published a research article, A. Stephen, Kshetrimayum, Otojit et. al. 2020. Problems of Higher Education Among Maram Naga Tribal Women: An Empirical Study in Journal of Critical Reviews, Vol. 7, Issue 19. pp. 8741-8753. ISSN 2394-5125.

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

- Speaker in the Webinar on ‘Construction Workers-Present Issues and the Way Forward’ organized by The Centre of Excellence for study of Unorganised Labour, Utkal University on September 19, 2020.

#### **Dr. Manoj Jatav, Associate Fellow**

- Delivered an online lecture on ‘How to Capture Data, Success Stories & Best Practices for the Resource Center on Child Labour – Practical Techniques and Tips’ in a webinar on ‘Developing Online Resource Centre on Child Labour’, organised by ‘National Advocacy Unit-Campaign against Child Labour’ (CACL) on October 14, 2020.



## “स्वच्छ भारत अभियान” “MISSION SWACHH BHARAT”

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**Printed and Published By: V.V. Giri National Labour Institute, Sector-24, Noida-201301, U.P., India**