



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Corporate Social Responsibility and Workers' Well Being

Corporate social responsibility (CSR) is a company's commitment to its stakeholders to conduct business in an economically, socially and environmentally sustainable manner that is transparent and ethical. It has emerged as a significant subject of public policy –both at national and international fora. There is a strong need to examine the CSR initiatives from the perspective of industrial relations. Employees are critical internal stakeholders in any organisation and their well-being translates into increase in productivity resulting in the overall performance of the company.

Sustainability Reporting is the practice of disclosing to the stakeholders the economic, social and environmental initiatives taken by a company, as an indication of its commitment to sustainable development. It is therefore through the social aspect of sustainability reporting that one can understand how businesses promote well being of the employees. At the Global level, some of the CSR/Sustainability Reporting Standards & Guidelines are United Nations Global Compact (UNGC), Global Reporting Initiative (GRI), ISO 26000, and OECD Multinational Enterprises Guidelines. However, there are two main reference points with respect to corporate social responsibility and International Labour Organisation (ILO) - the ILO Declaration on Fundamental Principles and Rights at Work and the Tripartite Declaration of Principles Concerning Multinational Enterprises & Social Policy (MNE Declaration).

In the Indian context, the National Voluntary Guidelines on Social, Environment & Economic Responsibilities of Business (NVGs) initiated by the Ministry of Corporate Affairs in July, 2011 provides nine broad-based principles, each with recommended Core Elements on responsible business behavior. The NVGs are designed to be used by all businesses, including multinationals that operate in the country irrespective of size, sector or location. The NVGs also provide a framework for responsible business action for Indian multinationals planning to invest or already operating in other parts of the world. Securities & Exchange Board of India (SEBI) has mandated the inclusion of Business Responsibility Reports (BRR) in the Annual Reports of the top 100 companies by market capitalization listed on the Bombay Stock Exchange (BSE) and National Stock Exchange (NSE). Other listed entities may voluntarily disclose BRR as part of their Annual Reports. The information delineated in the BRR to be aligned with the nine principles of NVGs.

One of the nine principles (Principle 3) of the NVGs emphasises that businesses should promote the well being of the employees. Its core elements are Respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance redressal mechanisms; Provide and maintain equal opportunities; Avoid using child labour, forced labour or any form of involuntary labour - paid or unpaid; Maintain work-life balance; Provide facilities for the wellbeing of its employees including those with special needs; Provide a workplace environment that is safe, hygienic, humane, and which upholds the dignity of the employees; Ensure continuous upgradation of skills and competences of all employees and Ensure a harassment free workplace.

In one of the recent surveys conducted for the top 100 BSE and NSE listed companies, it was reported that 92 per cent of the companies have disclosed data on employee numbers; 86% of companies on training of their employees on safety and skill-upgradation; 95 per cent of the companies on data related to complaints regarding sexual harassment, child labour and discriminatory employment. However, one significant trend that was reflected in the survey was that most of the companies have mentioned 'nil' complaints recorded. It is, therefore, necessary for a review of the grievance redressal mechanisms established to capture such complaints so that discrimination against any employee does not go unnoticed and unredressed.



SPECIAL EVENTS

Workshop on Issues Related to Beedi Sector (February 15-17, 2018)

The training workshop was organized by the Institute with the aim to identify the problems and issues of beedi sector and locate solutions to address the issues. The objectives of the workshop were: to get acquainted with the emerging beedi sector and identify issues, to discuss ways and means to address the issues and locate the prospects in making the various initiatives effective including legal provisions. A total of forty representatives from Workers Organizations, Medical Officers, Employers and concerned officials of the Central and State Governments participated in this workshop. Along with presentations on the theme, the participants were involved with group work, experience sharing. A half day Panel discussion on 'Addressing the Issues of Beedi Sector: Way Forward' was also organized under the chairmanship of **Dr. H. Srinivas**, Director General, VVGNI. Mr. Virjesh Upadhyay, General Secretary, Bharatiya Mazdoor Sangh, Shri M.A. Rahman from Beedi Industry and Dr. M. M. Rehman, Former Faculty of VVGNI joined as panelists. **Mr. P. Amitav Khuntia**, Associate Fellow of VVGNI, coordinated the workshop.



Dr. H. Srinivas, Director General, VVGNI. Mr. Virjesh Upadhyay, General Secretary, Bharatiya Mazdoor Sangh, Shri M.A. Rahman from Beedi Industry and Dr. M. M. Rehman, Former Faculty of VVGNI joined as panelists. **Mr. P. Amitav Khuntia**, Associate Fellow of VVGNI, coordinated the workshop.

Workshop on Recent Amendments introduced by the Central and State Governments in different Labour Laws (February 22-23, 2018)

The workshop primarily aimed at sharing of various recent initiatives towards labour law amendments of the Central and State Governments and other reform measures and replicable practices. Shri Surendra Nath, former Chief Labour Commissioner and former Secretary to Govt. of India made the opening remarks during the workshop. Day one of the workshop focused on the recent amendments in labour laws by the central government, key features of Shram Suvidha Portal, highlights of various draft Labour Codes and the reform initiatives of Government of Delhi. On the second day, the discussions centred around the State amendments in labour laws and other reform measures undertaken by them. A total number of thirty three participants comprising of officials from the Ministry of Labour and Employment, the office of the Chief Labour Commissioner, senior officials from the State Governments and the Faculty and Officers from V.V. Giri National Labour Institute participated in the workshop. The concluding session of the workshop was chaired by **Dr. H. Srinivas**, Director General, VV Giri National Labour Institute and **Ms. Kalpana Rajsinghot**, Joint Secretary, Ministry of Labour and Employment made the concluding remarks. **Dr. Sanjay Upadhyaya**, Fellow, VVGNI coordinated the workshop.

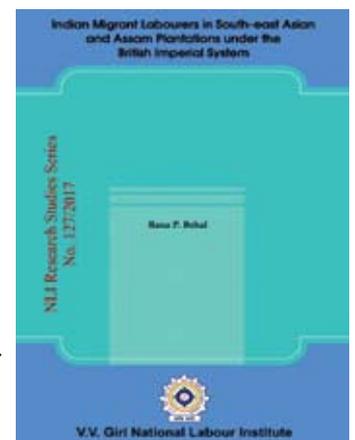


The concluding session of the workshop was chaired by **Dr. H. Srinivas**, Director General, VV Giri National Labour Institute and **Ms. Kalpana Rajsinghot**, Joint Secretary, Ministry of Labour and Employment made the concluding remarks. **Dr. Sanjay Upadhyaya**, Fellow, VVGNI coordinated the workshop.

PUBLICATION

Indian Migrant Labourers in South-east Asian and Assam Plantations under the British Imperial System NLI Research Studies Series No 127/2017

This essay, Indian Migrant Labourers in South-east Asian and Assam Plantations under the British Imperial System, authored by Prof. Rana Behal is an important contribution under the Integrated Labour History Research Programme of V.V. Giri National Labour Institute. Modern industrial capitalism and the consequent colonisation by the British of Asia, Africa, the Caribbean and other parts of the world triggered the massive mobilisation of Indian agrarian communities across these diverse geographical localities. The growing demand for raw materials and other tropical agricultural products in the West, opened up large-scale and sparse geographical spaces by the European capital for the production of such commodities for export. Modern plantations growing crops such as coffee, tea and rubber were set up in Southeast Asian colonies of Malaya and Ceylon and Assam on the Indian sub-continent during the 19th and early 20th centuries. This work studies the pattern of recruitment and transportation of a very diverse range of Indian agrarian communities from different geographical locations to work as labourers in these settings.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Leadership Training Programme for Women in Law Enforcement (February 19-23, 2018)

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

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Managing Work Effectively: A Behavioural Approach (January 22-25, 2018)

The above programme focused on enhancing behavioural skills among the participants for improving work efficiency. The main objectives of the programme were: (i) to enhance sensitivity towards self, group and organization; (ii) to inculcate diagnostic skills to understand assets and limitations of individuals; (iii) to learn to be personally effective and understand work ethics; (iv) to develop skills to manage and communicate at the work place; (v) to discuss about motivating self and others in the organization. The programme was attended by nineteen participants who were trade union leaders from the organized sector. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Labour Market and Employment Policies (January 08-12, 2018)

The major objective of the programme aimed at enhancing the capacities of the stakeholders in conceptualising, designing and implementing effective labour market and employment policies and undertaking monitoring and evaluation of such policies. The programme provided an opportunity to the participants to have an intensive interface with renowned scholars and practitioners in the area of labour market and employment policies. The programme was attended by eighteen participants from Central and State Labour Services, representative of trade unions and research scholars. **Dr. Anoop Kumar Satpathy**, Fellow, was the Course Director.

Gender and Social Security (January 08-12, 2018)

The objectives of the programme were: (i) to provide a clear understanding of social security; (ii) to provide information on the recent trends, national and international experiences and good practices; (iii) to offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various social security provisions; (iv) to create awareness about gender and development issues related to work, education, health, violence, developmental policies and programmes, legislative measures etc. The training programme was attended by seventeen participants. **Dr. Shashi Bala**, Fellow, was the Course Director.

Leadership Development Programme for Trade Union Leaders from Telangana State (January 29- February 02, 2018)

The programme aimed at enhancing the leadership skills of trade union leaders representing the Bharatiya Mazdoor Sangh from Telangana State. The main objectives of the programme were: (i) to enhance the capacity of the participants and instill leadership skills in them; (ii) to develop skills and techniques of effective organization building; (iii) to foster skills of effective leadership; (iv) to impart knowledge about labour laws, development programmes and schemes; (v) to sensitize the participants towards gender biases and employment scenario. The programme was attended by forty six participants. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Capacity Building Programme for Trade Union Leaders in the Building and Construction Sector (January 29- February 02, 2018)

The programme aimed at providing an orientation to the participants with regard to constitutional perspective on labour law in general and the laws pertaining to Building and other Construction workers in particular. The main objectives of the programme were: (i) to discuss the BOCW (RE&CS) Act, 1996; (ii) to discuss various social security schemes for the workers engaged in the building and construction sector; (iii) to understand the Contract Labour (Regulation & Abolition) Act, 1996 and the Employees Compensation Act, 1923; (iv) to understand the important Supreme Court Judgments on issues related to building and construction sector workers. The programme was attended by twenty two participants from the trade unions from different parts of the country. **Dr. Sanjay Upadhyaya**, Fellow, was the Course Director.

Gender Responsive Budgeting (January 29- February 2, 2018)

The objectives of the programme were: (i) to discuss gender issues in labour; (ii) to identify gender budgeting initiatives of the government of India; (iii) to discuss concepts, tools and methods of gender budgeting; (iv) to discuss the importance of gender budgeting and women empowerment. The training programme was attended by twenty one participants. **Dr. Shashi Bala**, Fellow, was the Course Director.

Empowering Rural Women Organisers (February 5-9, 2018)

The objectives of the programme were: (i) to develop an understanding of rural society & economic relations; (ii) to discuss the issue of empowerment for women; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint participants with labour laws related to women workers. The training programme was attended by nineteen participants. **Dr. Shashi Bala**, Fellow, was the Course Director.

Promotion of Occupational Safety, Health and Welfare in Construction Industry (February 26-March 02, 2018)

This training programme was conducted with an aim to develop an understanding of safety, health and welfare in the construction industry. The objectives of the programme were: (i) to develop a conceptual understanding of safety, health and workplace hazards of the construction workers; (ii) to provide an overview of the Building and other Construction Workers (RE&CS) Act, 1996 and the safety, health and welfare measures that are prescribed under the Act; (iii) to develop an understanding with regard to the formalities for availing various benefits under BOCW (RE&CS) Act. The training programme was attended by twenty nine participants. **Dr. Ruma Ghosh**, Fellow, was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Research Methods on Gender, Poverty and the Informal Economy (February 19 - March 01, 2018)

The course aimed to provide a structural analysis of the complex relationships between informality, gendered relations of power and poverty. The major objectives of the programme were: (i) to develop sufficient understanding of research methods; (ii) to compare and contrast analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy; (iii) to understand various concepts and theories related to gender; (iv) to understand issues of poverty and the informal economy research; (v) to give an overview of qualitative and quantitative research methods; (vi) to identify research gaps and propose directions for future work. Twenty seven participants from various universities and research institutions participated in this programme. **Dr. Dhanya MB**, Associate Fellow, was the Course Director.



CHILD LABOUR PROGRAMMES (CLP)

Orientation Programme on Child Labour (February 07-09, 2018)

An Orientation Programme on Child Labour was held at the Institute for those who are a part of the Child Labour Monitoring Systems. The objectives of the programme were; (i) to equip the participants with the required skills to operate at the local level and also be linked at various levels with the government; (ii) to equip with abilities to utilize existing administrative and governance structures for withdrawal, rehabilitation, and enforcement; (iii) to impart skills to promote local ownership and decision-making to end employment of children and to expand the community base against exploitation of children; (iv) to enable the participants to contribute to the state and non-state interventions for rehabilitation of children withdrawn from work and economic rehabilitation of the child labour families. Thirty one participants from seven states and eleven districts participated in the programme. **Dr. Helen R. Sekar**, Senior Fellow, VVG NLI, was the Course Director.

INTERNATIONAL TRAINING PROGRAMME (ITP)

Social Protection in a Globalised Economy (January 8-25, 2018)

The International Training Programme on Social Protection in a Globalised Economy under ITEC/SCAAP Programme of the Ministry of External Affairs, Government of India was organised during January 8-25, 2018. The basic objective of the programme were:

(i) to acquaint the participants with the concept of social protection; (ii) to familiarize participants with the social protection systems in the developing countries in general and India in particular; (iii) to examine various social security/protection legislations, policies and schemes. As part of the programme, the group visited a few organisations to understand the implementation of various social protection schemes. A total of twelve participants representing various Ministries and organisations from ten countries namely Afghanistan, Bangladesh, Bhutan, Botswana, Ethiopia, Mauritius, Lesotho, Philippines, Tanzania, and Turkmenistan participated in the training. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.



Research Methods in Labour Studies (February 05-23, 2018)

The V.V. Giri National Labour Institute organised an International Training Programme on Research Methods in Labour Studies under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs, during February 05-23, 2018 at the Institute's campus. The objectives of the programme were: (i) to understand various concepts and theories related to labour; (ii) to provide an overview of the labour scenario of the world in general and developing countries in particular; (iii) to obtain deeper understanding of the emerging issues in employment and labour in the context of globalization; (iv) to understand and apply various research methods and techniques relevant to labour studies; (v) to



acquire knowledge about different sources of data on labour and (vi) to sharpen the knowledge and skills on computer applications in labour research. The programme was attended by eleven researchers and policy makers dealing with labour and related issues from ten countries namely; - Afghanistan, Azerbaijan, Bangladesh, Chile, Ethiopia, Mauritius, Thailand, Uzbekistan, Vietnam, and Zambia. **Dr. S.K. Sasikumar**, Senior Fellow, was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Gender Issues in Labour for North Eastern States (January 15-19, 2018)

The objectives of the programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to enhance the capacity of the participants so that they could tackle the gender based injustice; (iii) to orient the participants on laws pertaining to women; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about the gender discrimination in the world of work. The training programme was attended by fifteen participants. **Dr. Shashi Bala**, Fellow, was the Course Director.

Development Schemes as an Instrument for Social Protection for North Eastern States (February 12-16, 2018)

The aim of the programme was to develop an understanding of social protection and livelihood security for informal sector workers. The specific objectives of the programme were; (i) to understand livelihood risk and vulnerability of the rural poor; (ii) to understand different social protection programmes that transfer assets and skills to people for self-employment and public works programmes that enable people to cope with poverty; (iii) to explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by twenty four participants from the North Eastern States. **Dr. Otojit Kshetrimayum**, Associate Fellow, was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Research Methodology Course on Inclusion of Labour in Rural India (January 02-06, 2018)

The V.V. Giri National Labour Institute in collaboration with Gandhigram Rural Institute, Tamil Nadu organised a Research Methodology Course on "Inclusion of Labour in Rural India" from January 02-06, 2018 at Gandhigram Rural Institute Campus, Tamil Nadu. The aim of the programme was to enhance understanding of the students, researchers, academicians working on labour inclusion with reference to rural labour in India. The objectives of the programme were: (i) to understand the concept of inclusion with reference to rural labour in India; (ii) to explore research perspectives on feminization of labour studies; (iii) to discuss financial inclusion of labour in Indian context; (iv) to develop an understanding of social security for workers; (v) to discuss health



hazards and livelihood challenges among the workers in India; (vi) to analyze political economy of labour in the context of globalization in India; (vii) to assess policy interventions related to inclusion of labour. The training programme was attended by twenty nine participants. **Dr. Shashi Bala**, Fellow, was the Course Director.

Social Security for Workers in Unorganized Sector, SLI, West Bengal (January 17-19, 2018)

The V. V. Giri National Labour Institute in collaboration with State Labour Institute, West Bengal organised a training programme on Social Security for Workers in the Unorganised Sector from January 17-19, 2018 at SLI, Kolkata. The objectives of the programme were: (i) to acquaint participants with the concept of social security and the need for social security for workers in the unorganised sector; (ii) to develop understanding of the various social security and welfare legislations; (iii) to familiarise participants with different social security programmes and schemes, (iv) to develop an understanding of the different micro level community programmes on social security. The training programme was attended by twenty four officials of the Labour Department of West Bengal and trade union leaders. **Dr. Ruma Ghosh**, Fellow, was the Course Director.



Social Security for Unorganised Workers (February 20-23, 2018)

The V. V. Giri National Labour Institute in collaboration with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies organised a training programme on Social Security for Unorganised Workers from February 20-23, 2018 at Maharashtra Institute of Labour Studies, Mumbai. The programme aimed to develop an understanding of the need for social security for unorganised workers. The objectives were: (i) to acquaint participants with the concept of social security and the need for social security for informal sector workers; (ii) to develop understanding of the various social security and welfare programmes; (iii) to familiarize participants with different micro level social security experiments. The workshop was inaugurated by Shri V. S. Deshpande, Director LNML, MILS. The programme was attended by forty participants. **Dr. P. M. Kadukar**, MILS, **Dr. Otojit Kshetrimayum**, VVGNI and **Mr. Amitav Khuntia**, VVGNI were the Coordinators of the programme.



Orientation Training Programme on Child Labour in Odisha (February 26-28, 2018)

An Orientation Training Programme on Child Labour in Odisha was organized in collaboration with the State Labour Institute, Odisha during February 26-28, 2018 at Bhubaneswar for the Project Directors and Programme Managers of National Child Labour Projects of Odisha and District Labour Officers of the Non-NCLP Districts. The broad objectives of the programme were: (i) to impart awareness on the newly formulated guidelines of the National Child Labour Project; (ii) on the Government's PeNCIL Portal for eradication of child labour; (iii) amendments and rules of Child and Adolescent Labour (Prohibition and Regulation) Act for their effective enforcement; (iv) equip the officials with skills of convergence with District Administration and other stakeholders to address the issue of child labour in Odisha. Shri Sachin Ramchandra Jadhav, IAS, Labour Commissioner, Government of Odisha, addressed the participants and inaugurated this training programme. The programme was attended by forty five participants from different districts of Odisha. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI, was the Course Director.



Empowering Rural Women Organisers in collaboration with State Labour Institute, Odisha (February 26-28, 2018)

This programme was organised by the Institute in collaboration with the State Labour Institute, Odisha at Bhubaneswar. The programme was designed for women trade union leaders from central unions. The main objectives of the programme were: (i) to develop understanding of rural society; (ii) to discuss the issue of empowerment (iii) to develop skills for enhancing leadership potential (iv) to acquaint participants with labour laws pertaining to women workers. Shri Sachin Ramchandra Jadhav, IAS, Labour Commissioner, Government of Odisha, addressed the participants



and inaugurated this training programme. The programme was attended by forty two participants from various districts of Odisha state. **Dr. Ellina Samantroy**, Fellow, was the Course Director.

INHOUSE TRAINING PROGRAMME

Behavioural Skills for Managing Work Effectively for Officials/Trade Union Leaders of Oil India Limited (January 4-6, 2018)

This training programme was conducted for the Officials/Trade Union leaders of Oil India Limited from Guwahati. The main objectives of the programme were: (i) to enhance effective leadership styles and skills; (ii) to sharpen communication skills; (iii) to acquaint them with concept of team building; (iv) to enhance positive attitude for better performance; (v) to inculcate the skills for motivation, personal effectiveness and stress management. The programme was attended by twenty participants. **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute inaugurated the programme. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.



Behavioural Skills for Managing Work Effectively for RBI Personnel (Class III) (January 8-12, 2018)

The above programme focused on enhancing behavioural skills among the participants, so that they could play an effective role for strengthening their organizations and work effectively. The main objectives of the programme were: (i) to enhance effective leadership styles and skills; (ii) to sharpen communication skills; (iii) to acquaint them with the concept of team building; (iv) to enhance positive attitude for better performance; (v) to inculcate the skills for motivation, personal effectiveness and stress management. The programme was attended by thirty one participants from the Reserve Bank of India from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel (Class IV) (January 15-19, 2018)

The main objectives of the programme were: (i) to enhance effective leadership styles and skills; (ii) to sharpen communication skills; (iii) to acquaint them with the concept of team building; (iv) to enhance positive attitude for better performance; (v) to inculcate the skills for motivation, personal effectiveness and stress management. The programme was attended by thirty participants of Reserve Bank of India from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Effective Labour Law Enforcement for Labour Department Officials of Government of U.P. (January 15-19, 2018)

The programme aimed at providing an insight and orientation to the participants with regard to enforcement of labour law. The key objectives of the programme were: (i) to provide human rights and constitutional perspective to the participants on labour law enforcement; (ii) to provide an overview of laws pertaining to industrial relations, wages and social security; (iii) to discuss key issues in implementation of labour laws and; (iv) to provide an exposure with regard to Right to Information Act. The programme was attended by twenty eight enforcement officials from the labour department of Government of Uttar Pradesh. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

Managing Work Effectively: A Behavioural Approach for the Officials of National Fertilizers Limited (January 29- February 02, 2018)

The programme aimed at enhancing skill base of participants to manage work effectively for personal and organisational excellence and understand the major opportunities and challenges relating labour-management relations in a globalising economy. The main objectives of the programme were: (i) to understand and analyse the major components of globalization that affect employment relations; (ii) to enhance their sensitivity towards self, group and organization; (iii) to develop skills to manage and communicate at the work place; (iv) to enhance effective leadership skills; (v) to acquaint with motivational styles; (vi) to strengthen consensus building and team work; (vii) to understand the impact of positive attitude on organisational excellence. The programme was attended by thirty four participants of National Fertilizers of India from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel (Class III) (February 12-16, 2018)

The above programme focused upon enhancing behavioural skills among the participants, so that they could play an effective role for strengthening their organizations improve their work efficiency. The main objectives of the programme were: (i) to enhance effective leadership styles and skills; (ii) to sharpen communication skills; (iii) to acquaint them with concept of team building; (iv) to enhance positive attitude for better performance; (v) to inculcate the skills for motivation, personal effectiveness and stress management. The programme was attended by twenty nine participants of Reserve Bank of India from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Training Programme on Behavioural Skills for Managing Work Effectively for RBI Personnel (Class IV) (February 26-March 02, 2018)

The above programme aimed at enhancing behavioural skills among the participants, so that they could play an effective role for contributing towards personal and organizational effectiveness. The main objectives of the programme were: (i) to enhance effective leadership styles and skills; (ii) to sharpen communication skills; (iii) to acquaint them with concept of team building; (iv) to enhance positive attitude for better performance; (v) to inculcate the skills for motivation, personal effectiveness and stress management. The programme was attended by twenty nine participants of Reserve Bank of India from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Addressed the participants of the International Training Programme on 'Social Protection in a Globalised Economy' on January 25, 2018 organized as a part of ITEC Programme of Ministry of External Affairs by the Institute from January 08 - 25, 2018.
- Addressed the Inaugural and Valediction sessions of the Consultative Workshop on 'Promoting Rural Youth Employment in Afghanistan' organized by ITC-ILO from February 05-09, 2018 at Indian Habitat Centre, Delhi on February 5th and 9th, 2018 respectively.
- Addressed the participants of the International Training Programme on 'Research Methods in Labour Studies' on February 23, 2018 organized as a part of ITEC Programme of Ministry of External Affairs by the Institute from February 5-23, 2018.
- Addressed and presided over the National Workshop on 'Issues Related to Beedi Sector' on February 15, 2018 organized by the Institute from February 15-16, 2018.
- Addressed the National Workshop on 'Recent Amendments Introduced by the Central and State Governments in different Labour Laws – Impact of these initiatives on different social partners' organized by the Institute from February. 22-23, 2018.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Panelist, 'National Workshop on Labour Code on Wages' on the theme, International Methodologies and Practices for Fixation of National Minimum Wages - Scope and Coverages, jointly organised by Ministry of Labour and Employment and ASSOCHAM, New Delhi, January 19, 2018.
- Panelist, Technical Session on 'Labour Regulations and Social Security' in the National Conference on Jobs & Livelihood Creation: Critical Growth Enablers, jointly organised by NITI Aayog and Confederation of Indian Industry, B.R. Ambedkar International Centre, New Delhi during February 08-09, 2018.
- Attended the 'Consultative Meeting on the Formulation of the Decent Work Country Programme (DWCP)', (2018-2022)', New Delhi, January 10, 2018.

Dr. Helen R. Sekar, Senior Fellow

- Addressed the Development Professionals, Scholars and Students and those representing Government Institutions, Civil Society, and Training Institutions, as a Resource Person in the Mid-term Consultation on Empowering Adolescent Youth through Life Skill Education on January 17, 2018 organized by SADRAG.
- Participated in the Workshop on 'Amendments in Labour Laws' held during February 22 and 23, 2018 at the Institute and contributed to the deliberations of its various sessions.
- Participated and contributed as a member of the Central Advisory Board on Child and Adolescent Labour (CAB), in its first meeting held on January 17, 2018 at Shram Shakti Bhavan, Ministry of Labour and Employment, New Delhi which was chaired by Shri Santosh Gangwar, Hon'ble Union Minister of Labour & Employment.
- Addressed the officials of Police, Labour, Industries and other Government Departments of Uttar Pradesh and also the members from the Academia, and Development Sector Organizations on Statutory Requirements under the SH Act, 2013 in the Workshop on 'Sexual Harassment of Women at Workplace', organized by Department of Labour, SADRAG and Police Department, Government of Uttar Pradesh.

Dr. Ruma Ghosh, Fellow

- Delivered a lecture on 'Introduction to Qualitative Research Methods' on February 22, 2018 in the One-Week ICSSR funded Orientation Programme in Social Science Research conducted by Institute for Studies in Industrial Development, New Delhi.

Dr. Ellina Samantroy, Fellow

- Participated in a Brainstorming Session on 'Methodologies for Collection of Time Use Data' on January 12, 2018 organized by NCAER at NCAER Conference Room, New Delhi.
- Delivered a lecture titled 'Concepts related to Unpaid Work and Time use Surveys' on February 02, 2018 for officers of Indian Statistical Service (40th Batch) at National Statistical Systems Training Academy (NSSTA), Ministry of Statistics and Programme Implementation, Government of India at Greater Noida.
- Participated in a Consultative Workshop on 'Promoting Rural Youth Employment in Afghanistan through Entrepreneurship Education and Vocational Training' from February 5-9, 2018 organized by the International Training Centre (ITC), Turin at Hotel Taj Mahal, Man Singh Road, New Delhi.
- Participated in a two day Workshop on 'Amendments in Labour Laws' organized by V.V. Giri National Labour Institute during February 22-23, 2018 at V.V. Giri National Labour Institute, Noida.

Shri P. Amitav Khuntia, Associate Fellow

- Delivered four sessions and addressed Inaugural and Valedictory Session in the VVGNLI and MILS collaborative programme on 'Social Security for Unorganised Workers' at Mumbai during February 20-23, 2018.

Dr. Otojit Kshetrimayum, Associate Fellow

- Participated in the Forum on 'Women's Labour Force Participation and Productivity Enhancement' organised by the Asian Productivity Organisation at Tokyo, Japan from February 5-7, 2018.
- Presented a paper on 'Best Practices in Policies and Programme to Promote Female Labour Force Participation in Productive Economic Activities in India' in the Forum on Women's Labour Force Participation and Productivity Enhancement organised by the Asian Productivity Organisation at Tokyo, Japan on February 06, 2018.

"स्वच्छ भारत अभियान"

"MISSION SWACHH BHARAT"

It does not require money to be neat, clean and dignified.

Let us join hands to make Mission Swachh Bharat an iconic achievement through Jan Bhagidari

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