



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Enhancing Youth Employability through Skill Development

The recent focus on skill development in India is derived from the changing demographic profiles in India vis-a-vis China, Western Europe, and North America. India is one of the youngest nations in the world with more than 62 percent of its population in the working age group (15-59 years), and more than 54 percent of its total population below 25 years of age. Its population pyramid is expected to bulge across the 15-59 age group over the next decade. Therefore, it would provide an opportunity to achieve inclusive growth and development within the country if this demographic dividend could be harnessed through appropriate skill development efforts.

A combination of demographic, economic and social factors makes skill development an urgent policy priority for India. The first National Policy on Skill Development of the country was notified in 2009. In the aftermath of this policy, National Skill Development Corporation (NSDC) was established in 2009 to promote private sector participation via innovative funding models. In June 2013, National Skills Development Agency (NSDA) was created and has been working with State governments to rejuvenate and synergise skilling efforts in the States. A full-fledged Ministry of Skill Development and Entrepreneurship (MSDE) was established in November 2014 to create an appropriate ecosystem that facilitates imparting employable skills to its growing workforce over the next few decades.

The Government of India launched 'Skill India' on 15 July, 2015 that aims to train 400 million people in India by the year 2022. It has four landmark initiatives:

- National Skill Development Mission: It has been developed to create convergence across sectors and States in terms of skill training activities.
- National Policy for Skill Development and Entrepreneurship 2015: The primary objective of this is to meet the challenge of skilling at scale with speed, standard (quality) and sustainability. It aims to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link skilling with demand centres.
- Pradhan Mantri Kaushal Vikas Yojana (Prime Minister's Skill Development Scheme): It will incentivise skill training by providing financial rewards to candidates who successfully complete approved skill training programmes.
- Skill Loan Scheme: Under this, loans ranging from Rs 5,000-1.5 lakhs will be made available to 3.4 million youth of India seeking to attend skill development programmes over the next five years.

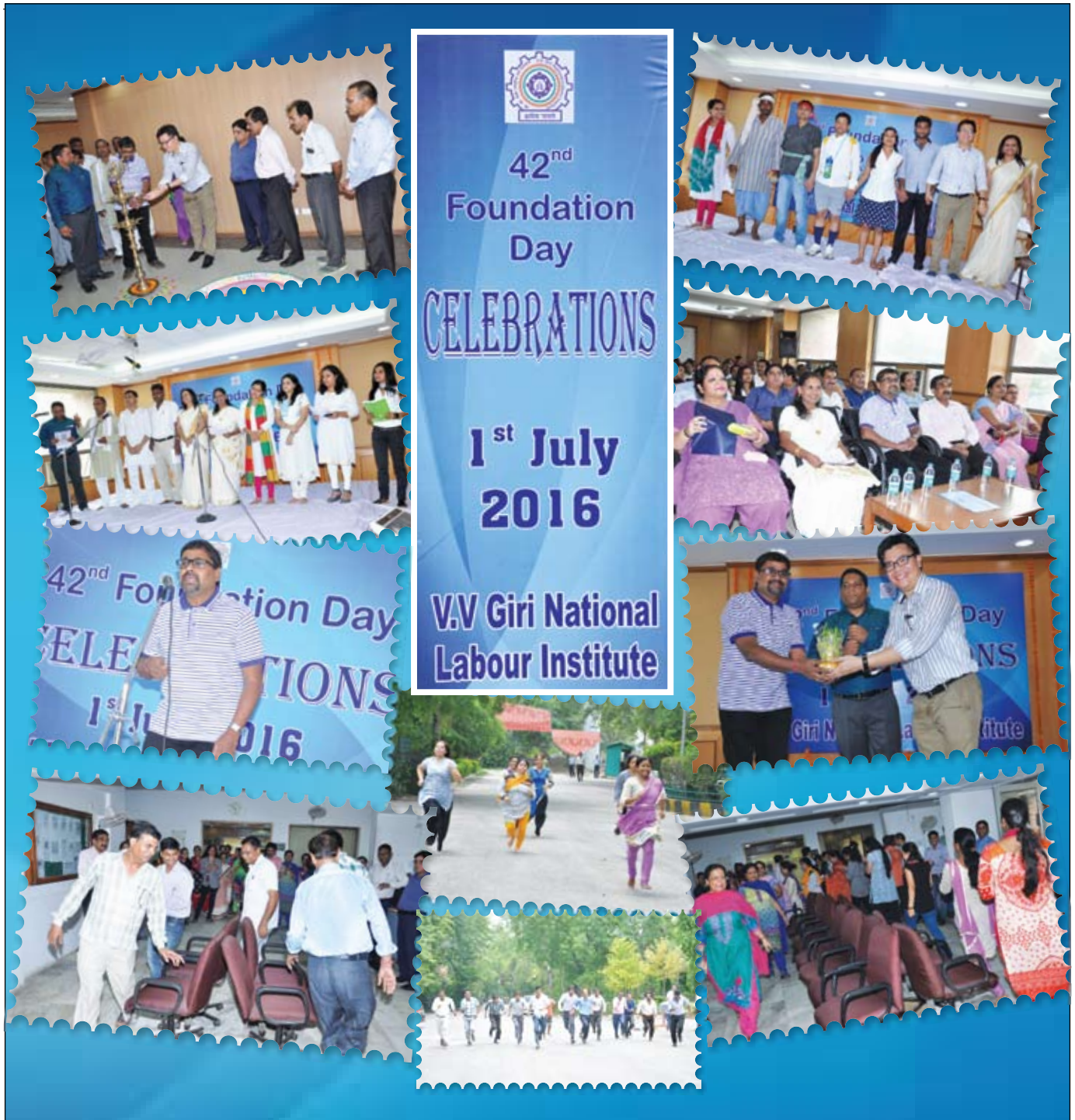
There are nearly 20 Ministries/Departments of Government of India providing or funding formal/non-formal Vocational Education and Training programmes. However, there are various challenges. The annual skilling in the country was estimated at around 7 million in 2014. Apart from the challenge of effectively channelising the demographic dividend in the growth and development of the country, the other major challenges of skill development initiatives in India is addressing the needs of a huge population by providing skills in order to make them employable and help them secure decent work. 93 percent of India's workforce works in the unorganised sector and acquire skills through informal channels and lack formal certification. The country has a big challenge ahead as it is estimated that only 4.69 percent of the total workforce in India has undergone formal skill training as compared to 68 percent in the UK, 75 percent in Germany, 52 percent in USA, 80 percent in Japan and 96 percent in South Korea. Therefore, there is a strong need to bridge this gap and some of the steps would be to improve the quality of vocational training imparted in the institutes at par with international standards; dissemination of information among the youth of the country to generate awareness about generating employment and enhancing employability through appropriate skill training; greater emphasis on developing close and active linkage of the training institutes with the industries; and also exploring prospects for international collaboration in skill development in India.



SPECIAL EVENTS

42nd Foundation Day of V.V. Giri National Labour Institute July 01, 2016

The 42nd Foundation Day of V.V. Giri National Labour Institute was celebrated on July 01, 2016. The programme was inaugurated by **Shri Manish Kumar Gupta**, Director General of the Institute. As a part of the event, cultural programmes as well as various entertainment games were organised. The Faculty Members, Officers and Staff of the Institute enthusiastically participated in various activities and made the event a grand success. The event was coordinated by **Mr. Amitav Khuntia**, Associate Fellow, **Dr. Ellina Samantroy**, Associate Fellow, **Mr. S.K. Verma**, ALIO and **Dr. Otojit Kshetrimayum**, Associate Fellow (Convener).



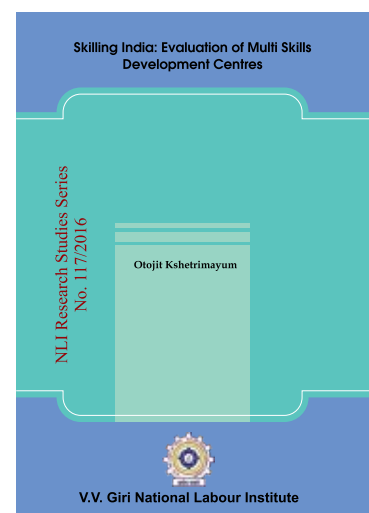
Awareness Programme for Project Directors of NCLP District Societies July 13 and 15, 2016

Dr. Helen R. Sekar, Senior Fellow, organized two 'Awareness Generation Training Workshops on Child Labour Rehabilitation' on July 13th and 15th respectively, for different geographical regions of the country, which were inaugurated by Shri Dheerja Kumar, Joint Secretary, Ministry of Labour and Employment, Government of India. The specific objectives of these workshops were to familiarize the participants with the situation of Child Labour in their respective districts, to disseminate policy objectives, to emphasize the role of Project Directors in Convergence and Survey, and to familiarize the participants with the (i) revised NCLP Guidelines highlighting major changes, letter of intent, accounting system and activities for facilitating timely release of funds, (ii) to inform the practical issues of DBT payment at Public Financial Management System Portal, (iii) to make the participants aware of the procedures with regard to preparation of Quarterly Progress Reports and Annual Progress Reports (QPRs and APRs) (iv) to highlight the importance of Community mobilization for Monitoring the NCLP projects. Thirty six participants participated in the Training Workshop which was held on July 13, 2016 from different districts of Bihar, Maharashtra, West Bengal, Uttar Pradesh, and Madhya Pradesh. In the Training Workshop held on July 15, 2016, thirty one participants attended from Andhra Pradesh, Assam, Haryana, Jammu & Kashmir, Karnataka, Nagaland, Punjab, Rajasthan, Tamil Nadu and Telangana. The profile of the participants includes NCLP Project Directors, Programme Managers, Field officers, Accountants and also officials and staff of the Child Labour Division of the Ministry of Labour and Employment (MoLE), Government of India.



PUBLICATION

The study is an outcome of the project on "Evaluation of Multi-Skill Development Centres (MSDC) at Bangalore and Gulbarga, Karnataka" commissioned by the Directorate General of Employment & Training (DGE&T), Ministry of Labour and Employment. The objective of the study is to evaluate the performance/impact and analyse the physical and financial return of MSDCs or Karnataka German Technical Institutes (KGTITs) and to provide recommendations for enhancing the effectiveness of the scheme. The study has shown that the targets related to trainings are well achieved. MSDCs provide holistic training with the right mix of knowledge, skill and attitude matching to present industry requirements that have benefitted many trainees and the industry. Based on the field visits at the respective centres at Bangalore and Gulbarga, it was observed that: with limited infrastructure and manpower, MSDCs are providing quality skill training to the trainees with adequate hands on exposure and providing skilled manpower to the industry. The chances of employability and competence level of the trainees have increased significantly. Considering this, the study has suggested that MSDC could be considered as a model centre having technical support from international agency and direct coordination between the training institutes and the industry for vocational training and skill development at par with international standards.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMME (LAP)

Training Workshop on Labour Market Analysis July 04-08, 2016

The Institute organised a Training Programme on Labour Market Analysis during July 4-8, 2016 at the Institute's campus. The specific objectives of the programme were: (i) to 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 understanding labour market surveys. The programme was attended by eighteen researchers and practitioners from different parts of the country. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

Towards Generating Quality Employment: Challenges and Options **August 16-19, 2016**

The Institute organised a Training Programme on Towards Generating Quality Employment: Challenges and Options during August 16-19, 2016 at the Institute's campus. The specific objectives of the programme were: (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 of sustainable and inclusive growth. The programme was attended by twenty six practitioners and scholars from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

Globalisation, Changing Employment Relations and Labour Administration **August 29-September 01, 2016**

The programme aimed to equip the labour administrators to deal more effectively with changing employment relations in the context of globalization. The course content consisted of globalization concepts and characteristics, industrial relation: emerging scenario, responses of labour administrations to transformation in industrial relations, good practices of labour-management relations, etc. Fifteen participants comprising mostly labour administrators and research scholars participated in the course. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMME (IRP)

Preventing Sexual Harassment at Workplace **August 01-05, 2016**

The objectives of the Training Programme were to discuss sexual harassment at the workplace, to discuss the legal framework towards addressing sexual harassment at the workplace and to discuss the strategies needed to combat sexual harassment at workplace. The training programme was attended by thirteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Empowering Trade Union Leaders **August 08-13, 2016**

The above programme was conducted for Trade Union Leaders from Public Sector. The main objectives of the programme were: (i) to sharpen leadership skills; (ii) to discuss the role of trade unions in emerging economic, political scenario; (iii) to have knowledge about labour laws; (iv) to develop familiarity with the changes and trends in industrial relations. Fifty six trade union representatives from different industries attended the programme from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Social Security for Workers in the Unorganised Sector **July 04-08, 2016**

The programme aimed to develop an understanding of the need for social security for workers in the unorganised sector. The objectives of the programme were: (i) to discuss key issues and concerns of workers in the unorganised sector; (ii) to acquaint participants with the concept of social security and the need for social security for workers in the unorganised sector; (iii) to acquaint participants with select labour laws and social security provisions for workers in the unorganised sector; (iv) to discuss the challenges in implementing social security programmes and strategies for overcoming the challenges; (v) to familiarize participants with different micro level social security experiments. The programme was attended by thirty four participants from trade unions representing different parts of the country. **Dr. Ruma Chosh**, Fellow was the Course Director.

Managing Livelihood and Social Protection in the Hill Regions

July 11-15, 2016

The programme was designed for the government officials, trade union representatives, NGOs and skill imparting institutions from the hill regions. The aim of the programme was to 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 hill regions. The objectives of the programme were: (i) to discuss various issues, challenges relating to livelihood and social security; (ii) to make the participants understand their roles in addressing the issues; (iii) to discuss about new avenues and innovative methods and to enable them to contribute effectively for the promotion and management of livelihood and social security in the regions. The programme was attended by twenty one participants from Jammu & Kashmir, Himachal Pradesh, Manipur, and Uttarakhand. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Developing Leadership Skills of Plantation Industry

July 11-15, 2016

The aim of the programme was to enhance leadership skills of trade union activists of the plantation sector. The course content consisted of basic understanding of leadership skills and its impact on self and others, communication skills, decision making process, globalization and its impact on labour. There were five participants representing different trade unions from various states of India. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

Leadership Development Programme for Domestic Workers

July 18-22, 2016

The objectives of the training programme were: (i) to enhance leadership skills among the domestic workers; (ii) to provide awareness on the National Policy on Domestic Workers; (iii) to address issues pertaining to domestic workers and (iv) to increase communication skills among domestic workers. The training programme was attended by thirty six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training of Trainers Programme for Rural Educators

July 25-29, 2016

The programme was organised for rural trade union activists from different parts of the country. The objectives of the programme were to: (i) develop understanding of empowerment; (ii) discuss the issue of empowerment; (iii) develop skills for enhancing leadership potential; (iv) acquaint with labour laws for unorganized sector. The programme was attended by thirty two participants from different districts of Uttar Pradesh and Madhya Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Leadership Development Programme for Rural Trade Union Leaders

August 01-05, 2016

The key aspects covered during the programme included: analysis of rural society; Constitutional perspective on labour; communication skills; labour legislations pertaining to wages, contract labour and migrant workmen; schemes and programmes for the welfare of rural workers and the legal provisions pertaining to building and other construction workers etc. The programme was attended by a group of forty three participants representing various trade union organizations including: Textile Labour Association, Majoor Mahajan Sangh (NLO), Working Women from Manipur Trade Union (AITUC), All India Trade Union Congress, Hind Mazdoor Sabha, Bhartiya Mazdoor Sangh, N.F. Railway Mazdoor Union, Bhartiya Khet Mazdoor Union, Odisha Krishi Gramina Mazdoor Sangha (BMS), Akhila Bhartiya Vanwasi Gramin Mazdoor Mahasang (BMS) from Assam, Gujarat, Manipur, Madhya Pradesh, Odisha, Telangana and West Bengal. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

Leadership Development Programme for Transport Workers

August 22-26, 2016

The objectives of the programme were: (i) to enhance leadership skills; (ii) to discuss the legal protections in various labour legislations, especially the Transport Workers Act; (iii) to familiarize participants on the various aspects of welfare funds. The training inputs were designed on the basis of the above objectives. The programme was attended by twenty seven participants who were organizers of road transport workers representing different unions and states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Labour Productivity and Livelihood for Plantation Sector

August 22-26, 2016

The objective of the programme was to address the current challenges in the plantation sector with regard to labour productivity and livelihood. The course aimed to contextualise plantation sector in a globalized economy, initiate discussions with regards to situations in both organized and unorganized sectors of plantation economy, understanding status of labour, livelihood and productivity concerns of both small and large estates and flagging recent policy and other imperatives. Fifteen representatives of central trade unions and small growers association of the plantation sector participated in the course. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

Leadership Development Programme for Fishery Workers

August 29-September 02, 2016

The programme was organised for representatives of fish workers' union from different parts of the country. The objectives of the programme were: (i) to impart knowledge and information about the fishery industry in general and status of workers in particular; (ii) to enhance inter-personal communication; (iii) to discuss the legal protections in various labour legislations; (iii) to familiarise on the various aspects of welfare funds. The programme was attended by fifty one participants from Andhra Pradesh, Tamil Nadu, Odisha, Uttar Pradesh, Manipur and West Bengal. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Introduction to Labour Economics

August 29-September 02, 2016

The objectives of the programme were to discuss recent labour market trends; to understand wage theories; To understand labour market segmentation theories; to analyse the determinants of the various dimensions of labour supply and demand, which interact to determine wages, employment and unemployment; discuss the role of collective bargaining in the labour market; to analyse the importance of skill upgradation in the wake of decent work and globalization and to develop the understanding of social security in the labour market. The training programme was attended by ten participants. **Dr. Shashi Bala**, Fellow was the Course Director.



INTERNATIONAL TRAINING PROGRAMMES (ITP)

Skill Development and Employment Generation

August 8-26, 2016

International Training Programme on Skill Development and Employment Generation was conducted under the ITEC/SCAAP programme of the Ministry of External Affairs. The objectives of the programme were: (i) to understand the linkage between vocational education and skill training with growth and employment; (ii) to acquire knowledge about the vocational educational and training systems around the world and about its various components (iii) to understand the challenge of employment generation and designing appropriate active labour market and skill development policies to meet those challenges. The programme was attended by nineteen government officers, policy makers from twelve countries namely: Afghanistan, Botswana, Madagascar, Lebanon, Uganda, Mauritius, Myanmar, Philippines, Sierra Leone, Srilanka, Tajikistan and Uzbekistan. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



Training Programme on Labour Administration and Employment for Officials of Royal Government of Bhutan August 17-26, 2016

The Institute was requested by the Royal Government of Bhutan to organise a training programme for the officers of the Labour Department in order to equip them to deal effectively with changing employment relations and labour administration. The major objectives of the training were: (i) to understand and analyse the effect of globalisation on employment relations; (ii) examine challenges of industrial relations and its relation to labour administration. The training was attended by twenty officers from labour department of Bhutan. **Dr. Ruma Ghosh**, Fellow was the Course Director.



NORTH-EASTERN STATES PROGRAMMES (NEP)

Leadership Development Programme for Trade Union Leaders from North Eastern States July 18-22, 2016

The major objectives of the programme were to enhance the capacity of the participants and instill leadership skills in them. Other objectives were (i) to develop skills and techniques of effective organization building; (ii) to foster skills of effective leadership; and (iii) to impart knowledge about labour laws, development programmes and schemes. Forty trade union leaders and NGO representatives of the different North-Eastern states participated in the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Gender, Work and Social Protection August 08-12, 2016

This training programme was designed for the Government Officials, Leaders from Central Trade Unions and Civil Society Representatives. The main objectives of the programme were: (i) to develop a conceptual understanding about gender, work and social protection; (ii) to sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (iii) to understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iv) to address the issues of women's unpaid work care work and other domestic responsibilities in informing policies on social protection; (v) to understand the different social protection programmes/schemes and good practices that promote employment both at national and international levels; (vi) to enable the participants to develop an understanding about the role of social protection in ensuring gender equality and agency building of women through a rights-based approach. This programme was attended by twenty three participants from four north eastern states namely; Tripura, Mizoram, Manipur and Assam. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Member, Indian Delegation, at the First Meeting of the BRICS Employment Working Group - Indian Presidency, Hyderabad, July 27-28, 2016.
- Presentation on the Research Study, 'Operation of Minimum Referral Wages for International Migrant Workers from India: An Assessment', Ministry of Labour & Employment, New Delhi, July 01, 2016.
- Discussant at the Technical Session on 'Proposed Amendments to the Bonded Labour System Abolition Rules', 1976, at the National Workshop on Total Abolition of Bonded Labour System: The Way Forward, V.V. Giri National Labour Institute, NOIDA, August 4-5, 2016.

Dr. Helen R. Sekar, Senior Fellow

- Resource persons in the 'Methodology Workshop on the Socio-cultural and Economic Conditions of Tribal Migrants in Construction Activities' on July 16, 2016, organized by CBCI Office for Labour, New Delhi.
- Resource persons in the Seminar on 'Challenges and Innovations in Child Protection in India' and made a presentation on the topic 'Children Trafficked for Labour: Reality, Challenges and Realization of Policy Objectives through Effective

Implementation of NCLP'. The seminar was organized by the FXB Centre for Health and Human Rights Harvard University; M. V. Foundation and International Association Francois-Xavier Bagnoud, India Suraksha on July 18, 2016.

- Moderated the session 'Drafting of Recommendations for the revision of Bonded Labour System (Abolition) Rules, by Trade Unions and Civil Society Organizations' in the National Workshop on Total Abolition of Bonded Labour System: The Way Forward and also presented the summary of the proceedings of the Workshop.
- Participated as a resource person in the discussion on 'Prevention and Protection Strategies for Trafficked and Missing Children' in the National Workshop on Rehabilitation of Trafficked and Missing Children organised by the National Legal Services Authority, Delhi Legal Services Authority and Bachpan Bachao Aandolan on August 23, 2016.
- Made a presentation on 'Overview of the Child Labour (Prohibition and Regulation) Amendment Act, 2016' in the 'National Consultation Stepping Stones for Creating Child Labour Free Zones' organised by M. V. Foundation and Stop Child Labour at India Habitat Centre, New Delhi, on August 24, 2016.
- Attended the meeting for conferring the V.V. Giri Memorial Award for the years 2012, 2013 and 2014 on August 11, 2016.
- Attended the meeting of the Committee for Framing of Rules under the Child Labour (Prohibition & Regulation) Amendment Act, 2016 at the MoLE on August 23, 2016.

Dr. Ruma Ghosh, Fellow

- Moderated two sessions on (1) 'Discussion on the Proposed Revision of BLS (A) Rules, 1976' and (2) 'Strengthening Implementation of the Revised Central Sector Scheme for Rehabilitation of Bonded Labour' in the National Workshop on Total Abolition of Bonded Labour System: The way forward, V.V. Giri National Labour Institute, NOIDA, August 4-5, 2016.

Dr. Shashi Bala, Fellow

- Attended Release of NCE Phase II Project Report organized by ICRIER held on July 22, 2016 at Silver Oak, India Habitat Centre, Lodi Road, New Delhi.
- Attended 'ICRIER's 8th Annual International G20 Conference' organized by ICRIER held during August 9-10, 2016 Silver Oak Hall, India Habitat Centre, New Delhi.

Dr. Kingshuk Sarkar, Fellow

- Presented draft National Employment Policy (NEP) before the Secretary, Ministry of Labour & Employment, Govt. of India on July 1, 2016 in the presence of other high level officers representing other Ministries and NITI Aayog.
- Delivered an invited talk on 'Labour Reforms in the Context of Changing World of Work' at the Gujarat Institute of Development Research (GIDR), Ahmedabad on July 5, 2016.
- Delivered an invited talk on 'Labour in the Context of Changing World of Work' at the Institute of Rural Management Anand (IRMA) on July 7, 2016.
- Presented a paper titled 'Return to Labour, Inclusion and Indian Tea Plantations Workers: Recent Happenings in Kerala and West Bengal' at the IX International Conference on Public Policy and Management at the Centre for Public Policy, Indian Institute of Management, Bangalore, August 8-10, 2016.
- Delivered a speech on 'Current State of Manufacturing Employment in India' at the PEP National Policy Conference, Indian Institute Foreign Trade, Kolkata, 19th Aug 2016
- Acted as a Discussant of a paper titled 'Import Liberalization in India: Impact on domestic income and employment' at the PEP National Policy Conference, Indian Institute Foreign Trade, Kolkata, 19th Aug 2016

Shri P. Amitav Khuntia, Associate Fellow

- Participated in the 'National Workshop on Total Abolition of Bonded Labour System: The Way Forward' on August 4, 2016 in the Institute organised by V.V.Giri National Labour Institute, Ministry of Labour and Employment, GOI & ILO

Dr. Ellina Samantroy Jena, Associate Fellow

- Presented a paper on Women's Unpaid Work, Family Life and Well Being: Understanding Time use Patterns and Household Division of Labour at 38th IATUR Conference on Time Use Research from July 19-23, 2016 held at Seoul National University, Republic of Korea.
- Participated as a Resource person in a panel discussion on Private Placement Agencies as a part of the National Consultation on Child Domestic Work and Trafficking organized by Save the Children held on July 29, 2016 at India International Centre, New Delhi.
- Participated in two day's National Workshop on 'Total Abolition of Bonded Labour System - A Way Forward' during August 4-5, 2016 organized by MoLE, ILO and V.V. Giri National Labour Institute.

"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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