



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

The Code on Wages Bill 2017 Securing Minimum Wages to all Workers

The much awaited labour law reforms are in the near horizon. This will further ease the doing of business in India and will add momentum to the flagship 'Make in India' programme of the Government. As part of labour law reforms, the Government is undertaking exercises relating to rationalization and simplification of around 40 Labour Acts by subsuming them under 4 overarching labour codes i.e., *Code on Wages*, *Code on Industrial Relations*, *Code on Social Security* and *Code on Occupational Safety, Health and Working Conditions*. While the Code on Wages Bill has already been introduced in the Lok Sabha on 10th August 2017, the other three codes are in the pre-legislative stage.

The Code on Wages Bill, 2017 subsumes 4 existing Laws, i.e., the Minimum Wages Act (1948); the Payment of Wages Act (1936); the Payment of Bonus Act (1965); and the Equal Remuneration Act (1976). It is unique and innovative in more than one way. The new Code on Wages will ensure minimum wages to all wage workers and timely payment of wages irrespective of the sector of employment. Further, the recommendation of provision of payment of wages through cheque or digital/ electronic mode would not only add wings to the 'Digital India' programme of the government but would make the whole process of payment/disbursement of wages and providing social security transparent and accountable. Provision of an Appellate Authority has been made between the Claim Authority and the Judicial Forum which will lead to speedy, cheaper and efficient redressal of grievances and settlement of claims.

Further, a concept of statutory 'National Minimum Wage' for different geographical areas has been proposed which will ensure that no State Government fixes the minimum wage below the National Minimum Wages for that particular area/sector as notified by the Central Government. The Government has also constituted a committee of experts to look into the methodology of fixation and adjustment of national minimum wage keeping in view the needs of the workers and their family members and other economic considerations.

Appropriate penal provisions have also been proposed in the Code with the amount of fines varying as per the gravity of violations and repeat of the offences. Further, clause 9 (3) of the Code clearly states that the Central Government, before fixing the national minimum wage, may obtain the advice of the Central Advisory Board, having representatives from employers and employees. Therefore the Code provides for a consultative mechanism before determining the national minimum wage.

Given the high segmentation and informality in the Indian labour market, the state interventions in the form of 'Code on Wages Bill' will help in providing basic minimum wage security to the vulnerable and weakest sections of the society whereby promoting 'inclusive and sustainable growth'.



इन्द्रधनुष

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INDRADHANUSH

SPECIAL EVENTS

अंतर्राष्ट्रीय महिला दिवस के अवसर पर 'महिला सशक्तिकरण' विषय पर काव्य-पाठ

वी. वी. गिरि राष्ट्रीय श्रम संस्थान में अंतर्राष्ट्रीय महिला दिवस के अवसर पर 08 मार्च 2018 को 'महिला सशक्तिकरण' विषय पर काव्य-पाठ का आयोजन किया गया। अपने उद्घाटन संबोधन में संस्थान के महानिदेशक डॉ. एच. श्रीनिवास ने अंतर्राष्ट्रीय महिला दिवस की शुभकामनाएँ देते हुए समाज में लैंगिक समानता के महत्व पर प्रकाश डाला।

काव्य-पाठ की शुरुआत करते हुए डॉ. हरीश अरोड़ा ने अपनी कविता 'नारी शक्ति है नया विधान' के माध्यम से नारी सशक्तिकरण के साथ सम्मान एवं समानता की आकांक्षा पर बल दिया ताकि नारी वास्तव में सशक्त हो सके। इसी तरह, डॉ. सविता जैमिनी ने 'बेटियाँ' के माध्यम से नारी की गरिमा तथा श्रीमती संयोगिता ध्यानी ने 'जीवन का नया रूप' के माध्यम से सफलता के लिए स्त्री-पुरुष के सामूहिक उत्तरदायित्व को उजागर किया। इस कार्यक्रम में संस्थान के सभी कर्मचारियों ने भाग लिया तथा अनेक कर्मचारियों ने काव्य-पाठ के विषय 'महिला सशक्तिकरण' पर बहुत ही अच्छे ढंग से कविताएँ सुनाई।

इस अवसर पर महिला कर्मचारियों को स्मृति-चिन्ह भी प्रदान किए गए। पहले संस्थान के महानिदेशक M. , p- Jlfuokl ने संस्थान की वरिष्ठतम महिला सदस्य डॉ. पूनम एस. चौहान, वरिष्ठ फेलो को स्मृति-चिन्ह प्रदान किया, फिर अन्य सभी महिला कर्मचारियों एवं अतिथियों को स्मृति-चिन्ह M- iwe , l- plsku द्वारा प्रदान किए गए। कार्यक्रम का समन्वय Jh chjæ fl g jkor] व. हिं. अनुवादक एवं M- , yhuk l keajk] फेलो, ने किया।



XIIth International Conference on Labour History (March 26-28, 2018)

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians organised the Twelfth International Conference on Labour History during March 26-28, 2018 at the V.V. Giri National Labour Institute. A total of hundred renowned scholars on labour history from ten countries including India participated in the Conference. Thirty five research papers were presented and discussed during the Conference.

The broad theme of the Conference was 'The Future of Work in the Mirror of the Past'. The deliberations of the Conference focused on the relation of technology with changing forms of work and work relations in the past and present in the light of possible future trends and policy pointers. The Conference addressed key questions like: What is the relationship between technology and changing work organisation from domestic work to cooperatives? How does technology impact on transportation and factories? Is the impact of technology gender specific? How do workers respond to technological change? How have labour movements responded to technology in the past? How does technology impact on processes of informalization? What is the relationship between intermediaries and technological change? How has inequity in conditions of work, income, health and safety been impacted by technology in the past and present? What does everyday technology mean? How do social movements define the shape of everyday technology? What is the relationship between migration and technology in the rural and urban context? How have regulations especially state regulations adapted to or hindered the adoption of technology?

Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute inaugurated the Conference. In his inaugural address, he highlighted that discussion on the theme, "Future of Work in the Mirror of the Past" would provide an opportunity to assess the impacts of technology for more comprehensive and deeper understanding of the future of work. He said that such an understanding has to necessarily draw on a historical appraisal of technological transformations in the past. He noted that the Conference being held in India is significant as Indian society and economy have been greatly affected by the ongoing transformations. He emphasised that with India's strong traditions of coping with change, which is part of India's heritage, the Indian experience will be valuable for providing solutions to the problems of antagonism generated by momentous transformations brought about globally by technology.

The Conference was coordinated by **Dr. S.K. Sasikumar**, Senior Fellow, V.V. Giri National Labour Institute, **Dr. Prabhu Mohapatra** and **Dr. Chitra Joshi** of Association of Indian Labour Historians.



PUBLICATION

Workplace Health and Safety: A Study of Select Small Scale Manufacturing Units in Delhi NLI Research Studies Series No 128/2017

This research study by Dr. Rinju Rasailyhas been conducted in Delhi across select four small scale industries, i.e. leather, garments, electronics and auto-parts manufacturing units. Based on primary findings and secondary data, the study clearly brought out that factors associated to risks, injuries, hazards at workplace were found to be intertwined with broader structural and political factors operating especially for the unorganised sector workers. Associations between international market competitiveness and compliances to health and safety for the garments export manufacturing sector on the one hand for instance and monopoly and neglect of health and safety standards among the high-risk auto-parts manufacturing units on the other has been demonstrated through this study. Furthermore, the decline in collective bargaining, nature of work organisation, difficulties in enforcement and compliance dictate workers' terms of trade. This report would hold an important contribution to the literature on occupational safety and health (OSH) as it seeks to understand the political economy of health as well as brings forth an array of issues by engaging all stakeholders including workers representatives, employers, government and the industrial workers.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Orientation Programme on Labour Issues and Labour Laws for Probationers of Indian Railways Personnel Service (April 16-17, 2018)

The India Railway Personnel Service (IRPS) is one of the important services of the Indian Railways mainly entrusted inter-alia with the responsibility of arranging recruitment, promotions, transfers, disciplinary actions, retirement, selection etc. An understanding of the basics of important labour laws can help the officials of this service in discharging the various roles and responsibilities effectively. It is in this context and as per the request from the National Academy of Indian Railways, Ministry of Railways, the Institute, for the first time organized the Orientation programme for IRPS Probationers at its Campus, Noida during April 16-17, 2018. The programme primarily aimed at providing the participants with a basic understanding of transformations in the world of work; system adopted in the monitoring of labour disputes; legal framework for regulations of industrial relations; the law relating to contract labour; gender issues in the world of work; and salient features of various draft labour codes. The programme was attended by four officers. The programme was coordinated by **Dr. Sanjay Upadhyaya**, Fellow.

Training Programme on Quasi-Judicial Authorities: Role and Functions (April 23-26, 2018)

The main objectives of the programme were: (i) to familiarize the participants with the conceptual framework for discharging quasi-judicial functions; (ii) to discuss the problems in discharging quasi-judicial functions and to discuss with them attitudinal requirements for discharging their role; (iii) to help them to write balanced quasi-judicial orders after taking into account various relevant factors. The programme was attended by Labour department officials from the Central Labour Service (CLS) and various State Labour departments. During the programme, the participants were addressed by the institute's faculty members as well as external resource persons comprising of senior labour administrators. This training programme was attended by twenty six participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director of the programme.

INDUSTRIAL RELATIONS PROGRAMME (IRP)

Training Programme on Industrial Relations and Trade Unionism in a Globalising Economy (March 5-8, 2018)

The specific objectives of the programme were to : (i) understand and analyse the major components of globalisation that affect employment relations; (ii) examine and respond to the emerging issues and challenges in industrial relations and

trade unionism in a globalising economy; (iii) learn and share experiences on new forms of labour management practices. The programme was attended by nine participants representing various public and private sector enterprises in India. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Training Programme on Developing Skill Development Strategies for Women Workers in the Informal Economy (March 05-09, 2018)

The programme aimed at equipping the participants with skill development strategies in informal sector. The objectives of the programme were: (i) to discuss the nature and characteristics of the informal economy; (ii) to situate the importance of skill development in the functioning of informal economy from gender perspective; (iii) to share the experiences of various social partners in skill development and training; (iv) to discuss appropriate strategies for skill development of women in the informal sector occupations. The training programme was attended by seventeen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training of Trainers Programme for Rural Educators (April 9-13, 2018)

The programme was organised for rural trade union activists from different part of the country. The objectives of the programme were to: (i) to develop an understanding of empowerment; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint with labour laws for unorganized sector; (v) to sharpen the skills for communications, personal effectiveness and strengthening their trade unions. The programme was attended by twenty nine participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Empowering Rural Women Organisers (April 9-13, 2018)

The programme aimed at empowering rural women organizers from Central Trade Unions. The objectives of the programme were: (i) to develop an understanding of rural society; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint with labour laws pertaining to women workers. The training programme was attended by thirty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training Programme on Enhancing Leadership Skills for Organisers of Transport Workers (April 16-20, 2018)

The major objectives of the programme were to enhance the capacity of the participants and instill leadership skills in them. Some of the specific objectives were: (i) to enhance leadership skills; (ii) to discuss the legal protections in various labour legislations, especially the Transport Workers Act; (iii) to familiarize on the various aspects of welfare funds. This programme was attended by twenty eight participants comprising of transport workers in India. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Leadership Development Programme for Media Sector (April 16-20, 2018)

The aim of the programme was to develop the leadership of working journalists, media persons to address effectively the emerging issues related to work and workplace and contribute for the development of media sector and also the overall development of working mass. The prime objectives of the programme were: (i) to understand emerging work related issues in media sector; (ii) to make the participants understand various professional challenges and strengthen skills to address the challenges; (iii) to encourage the participants for contributing to the development of media persons along with the overall development of the working mass. Twenty nine representatives from Journalists Associations working for various regional and national media participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

Training Programme on Social Security for Workers in the Unorganised Sector (April 23-27, 2018)

The above programme was conducted in order to sensitize the participants, about different aspects of social security. The objectives of the programme were: (i) to acquaint participants with the concept of social security and the need for social security for informal sector workers; (ii) to develop an understanding of the various social security and welfare programmers; (iii) to familiarize participants with different micro level social security experiments. This training programme was attended by twenty three participants. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CHILD LABOUR PROGRAMME (CLP)

Sensitization Programme for Addressing Trafficking of Children for Labour Exploitation (March 20-22, 2018)

The above programme was conducted with the aim of developing competence to combat trafficking for Child Labour. The specific objectives of the programme were: (i) to impart understanding on trafficking that involves children; (ii) to provide insight into the initiatives that have been taken to protect children from becoming victims of trafficking; (iii) to develop skills for mobilization and building of partnerships for contributing to effective remedial actions and for providing support services for rehabilitation. The programme was attended by forty-four participants who were Project Directors, Academic Coordinators, District Child Protection Officers, NCLP Programme Managers, Child Protection Team Member, District Councillor, Vice President of Project Implementing Agencies, Technical Specialist, Women police Constable, Protection Officer, CWC Member, Educational Instructor, Field Officer, Record Keeper, Vocational Teacher and Police Inspector. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

INTERNATIONAL TRAINING PROGRAMME (ITP)

International Training Programme on Health Security & Protection of Workers (March 05-23, 2018)

The above training programme was organised under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs. The objectives of the programme were: (i) to discuss the health risks and insecurities of workers; (ii) to understand the issue of health protection and promotion at workplace; (iii) to understand the impact of changes in the health care system and vulnerabilities of workers in terms of their health insurance; (iv) to understand the need for Universal Health Coverage. The training programme was attended by twenty-four senior and middle level policy makers and practitioners from seventeen countries - Afghanistan, Colombia, Georgia, Guyana, Indonesia, Montenegro, Niger, South Sudan, Sri Lanka, Sudan, Tajikistan, Vietnam, Botswana, Ghana, Mauritius, Nigeria, Tanzania. **Dr. Ruma Ghosh**, Fellow, was the Course Director.



NORTH-EASTERN STATES PROGRAMMES (NEP)

Promoting Entrepreneurship through Skill Development for North Eastern States (March 05-09, 2018)

The programme aimed at putting increasing emphasis on enhancing the skills of workers in general and women workers in particular for enhancing employability and entrepreneurship skills and also to facilitate for decent employment. The programme had the following broad objectives: (i) to discuss the nature and characteristics of the informal economy and role of skill and entrepreneurship; (ii) to situate the importance of skill development and entrepreneurship in the functioning of informal economy; (iii) to highlight skill development and entrepreneurship development schemes; (iii) to share the experiences of various social partners in skill development and entrepreneurship; (iv) to discuss appropriate strategies for skill development and entrepreneurship. Sixteen delegates representing the North Eastern states participated in the programme. The Course Director of the programme was **Dr. Otojit Kshetrimayum**, Associate Fellow.

Training Programme on Fundamentals of Labour Laws for Trade Union Leaders and NGOs from North-Eastern States (April 9-13, 2018)

The above programme was specifically organised for trade union leaders and NGOs from North Eastern states. The programme primarily aimed at providing the basic understanding to the participants with regard to the constitutional framework of labour law and the key features of select labour legislations pertaining to industrial relations, wages and social security. The programme was attended by forty-two participants. The programme was coordinated by **Dr. Sanjay Upadhyaya**, Fellow.

Training Programme on Gender Issues in Labour for North Eastern States (April 23-27, 2018)

The main 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 workers; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about the gender discrimination in the world of work. This training programme was attended by twenty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Workshop on Effective Implementation of Social Protection Programmes in North East India: Way Forward (March 16-17, 2018)

The above workshop was organised by the Centre for North East India, V. V. Giri National Labour Institute in collaboration with the Centre for Labour Studies and Social Protection, Tata Institute of Social Sciences, Guwahati during March 16-17, 2018 at Guwahati. The aim of the workshop was to develop an understanding of social protection schemes for workers, especially in the informal sector and the strategy for its effective implementation. The objectives were: (i) to understand livelihood risk and vulnerability of the rural poor and informal workers;



(ii) to understand the different social protection programmes that transfers assets and skills people for entrepreneurship, self-employment and public works programmes thereby enabling people to cope with poverty; (iii) to highlight various issues and challenges related to the implementation of the social protection schemes; (iv) to explore the alternative coping strategies/best practices for effective implementation of these schemes. Seventy delegates participated in the workshop. A panel discussion was also organised as part of the workshop. The Coordinators of the workshop were **Dr. Rajdeep Singha**, Assistant Professor, TISS Guwahati and **Dr. Otojit Kshetrimayum**, Associate Fellow, VVGNI.

Training Programme on Enhancing Productivity through Improving Work Culture and Gender Equity (March 20-23, 2018)

This programme was organized in collaboration with Indian Institute of Management, Lucknow. The objectives of the programme were: (i) to discuss emerging workplace environment and need for integrating gender equity into existing policies and practices of the companies; (ii) to understand productivity and impact of work culture on productivity enhancement; (iii) to develop HR practices leading to employees involvement and engagement influencing productivity; (iv) to create enlightened and positive work place leadership coaching and mentoring enhancement of productivity; (v) to develop supportive work place structures-facilities impinging on productivity; (vi) to encourage team work and conflict resolutions at the work place for improved productivity; (vii) to build positive work ethos, transparent and clear vision, mission, objective and values; (viii) to discuss Live cases from the Industry; (ix) to discuss Future Business Scenario and Technology. The training programme was attended by twelve ONGC officials from various States. **Dr. Shashi Bala**, Fellow was the Course Director.



Orientation Programme on Gender and Labour Issues (March 26-28, 2018)

This programme was organised by the Institute in collaboration with the Gujarat Institute of Development Research at Ahmedabad. The programme was designed for young students, researchers from colleges/research institutions, members of trade unions, professionals in government organisations and members of voluntary organisations. The main objectives of the programme were: (i) to develop conceptual overview of gender and work and theoretical perspectives on gender and labour research; (ii) to identify emerging issues in gender and labour research in social sciences; (iii) to address the various inequalities prevalent in the world of work; (iv) to sensitize



the participants about various discriminatory practices prevalent in the world of work; (v) to create awareness about gender and development issues related to work; education, health, developmental policies (social protection) and programmes, legislative measures etc. The programme was attended by twenty-nine participants from various districts of Gujarat. **Dr. Ellina Samantroy**, Fellow from VVGNI and **Dr. Jharna Pathak**, Assistant Professor from GIDR were the Course Directors of the programme.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Presided over the meeting of the Joint Advisory Committee of Integrated Labour History Project (ILHRP) to finalize the activities related to digitization of labour history documents during the year 2018-19 for preservation in the archives on labour history on March 22, 2018 at the Institute.
- Chaired the 'International Women's Day' celebration on March 08, 2018, as a part of which a 'Kavi Sammelan' on issues related to women was organized. The employees of the VVGNI along with some poets participated in the programme.
- Presided over the RAG Meeting of the Centre for Agrarian Relations and Rural Labour for presentation of project proposal on 'Rural Industrialization and Options for Self-Employment in Rural Areas' on March 21, 2018 at the Institute.
- Addressed the participants on March 20 and 23, 2018 in the Training Programme on 'Enhancing Productivity, Improving Work Culture and Gender Equity' organized for the ONGC Officials from March 20 and 23, 2018 at the Institute as a part of collaborative activities between VVGNI and IIM, Lucknow on the occasion of inauguration and valediction of the programme.
- Addressed the participants on March 23, 2018 in the International Training Programme on 'Health Security and Protection of Workers' organized during March 5-23, 2018 at the Institute.
- Addressed the participants on March 26, 2018 in the XIIth International Conference on Labour History, jointly organised by V.V. Giri National Labour Institute and Association of Indian Labour Historians on the theme: 'The Future of Work in the Mirror of the Past' from March 26-28, 2018.
- Presided over the RAG meeting of the Centre for Gender and Labour to disseminate the findings of the research study on 'Unpaid Work and Time Use Patterns of Women Workers in North East India: Special Reference to Tripura' on April 05, 2018 at the Institute.
- Participated in the ICRIER-World Bank launch of the report, 'The Innovation Paradox: Developing-Countries, Capabilities and the Unrealized Promise of Technological Catch-up' on April 03, 2018 at Delhi.
- Signed the MoU with the National Institute of Rural Development and Panchayati Raj, Rajendranagar, Hyderabad on April 09, 2018 at Hyderabad to undertake training and research activities jointly in the areas of labour and development with focus on rural labour.
- Participated in the 'National Conference on Building and Other Construction Workers (BOCW) and Mathadi Board Model' organized by the Ministry of Labour and Employment on April 18, 2018 at Delhi.

Professional Engagements of Faculty Members

Dr. S. K. Sasikumar, Senior Fellow

- Delivered a Lecture on the theme, 'Emerging Issues in Labour and Employment: Implications for National Economic Security', to the 58th Course on National Security and Strategic Studies, National Defence College, New Delhi, March 15, 2018.

Dr. Helen R. Sekar, Senior Fellow

- Addressed the participants of the 'Capacity Building Workshop for Gram Pradhans and other Members of Panchayati Raj Institutions of Gautam Budh Nagar' on March 12, 2018 and made a presentation on 'Prevention, Identification, Rescue and Rehabilitation of Child Labour: Role of Panchayats'. This workshop was jointly organized by District Administration, Gautam Budh Nagar and Amity Institute of Social Sciences, Amity University, Noida.

Dr. Sanjay Upadahaya, Fellow

- As editor, brought out the Special Issue of 'Awards Digest on Disciplinary Proceedings', quarterly Journal of Labour Legislation of V.V. Giri National Labour Institute.
- Addressed the Presidents of the Labour Tribunals of Sri Lanka on 19.4.2018 on the theme, Labour Reforms in Organised & Unorganised Sector in India: Recent Initiatives' in the Training Workshop organised by Delhi Judicial Academy, New Delhi

Dr. Ruma Ghosh, Fellow

- Delivered a lecture on 'Conducting In-depth Interviews' in the ten-day workshop on Research Methodology in Social Sciences for PhD Scholars and Young faculty Members of Jamia Milia Islamia organised by Maulana Abul Kalam Azad Institute of Asian Studies, Kolkata and Department of Sociology and Early Childhood Development and Research, Jamia Milia Islamia, New Delhi on March 6, 2018.

Dr. Ellina Samantroy, Fellow

- Organised an event on 'Women Empowerment' on the occasion of International Women's Day on March 8, 2018 at V.V. Giri National Labour Institute.
- Participated as an Expert in a Video programme in the subject 'Sociology' on March 9, 2018 at The National Institute of Open Schooling, Noida.

Shri P. Amitav Khuntia, Associate Fellow

- Participated in the Workshop on 'India Japan Partnership for Economic Development in the North East' on March 20, 2018 organised by ICRIER in India Habitat Centre, Delhi.
- Participated in the Workshop on 'The Web of Transport Corridors In South Asia' on March 27, 2018 organised by World Bank, ADB, DFID, JICA in Hotel Le Meridien, Delhi

Dr. Otojit Kshetrimayum, Associate Fellow

- Participated as a panelist in the Panel Discussion on 'Effective Implementation of Social Protection Programmes in North East India' organised by V. V. Giri National Labour Institute and Tata Institute of Social sciences, Guwahati on March 17, 2018 at Guwahati.

Dr. Dhanya M.B., Associate Fellow

- Invited as a resource person to deliver a session on 'Women, livelihood and wellbeing: Case of social cohesion strategy' in a workshop on Livelihood and Well-being of Marginalized Groups in India held on March 27, 2018 at Institute of Economic Growth (IEG), New Delhi.
- Invited to participate in the discussion on 'Accelerating Women's Economic Empowerment in India' by Dr. Junaid Ahmad, Country Director for the World Bank in India, Jointly hosted by SEWA Bharat and International Innovation Corps at the University of Chicago Center, New Delhi on April 9, 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

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA



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