



# इन्द्रधनुष

# INDRADHANUSH

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

Volume VII

Number 3

May-June, 2016

## Inside this Issue

From the Director General's Desk	1
Special Events	2
Publication of Research Studies	3
Training Programmes	4
Other Professional Engagements	7

## Editorial Board

### Editor-In-Chief

Shri Manish Kumar Gupta,  
Director General,  
VVGNI

### Editor

Dr. Ruma Ghosh,  
Fellow,  
VVGNI

### Associate Editor

Dr. Ellina Samantroy,  
Associate Fellow,  
VVGNI

## FROM THE DIRECTOR GENERAL'S DESK

### Agrarian Crisis in India: Strategy for Redemption

The agrarian crisis in India today has snowballed into a huge road-block for agriculture development and farmers and farm related workers survival and wellbeing. Thousands of farmers' suicide is an indication of the grave situation which has been threatening the country's agrarian situation. The problems which have precipitated the agrarian scenario are: declining investment in agriculture, inadequate agricultural development infrastructure, like lack of comprehensive irrigation facilities, inadequate marketing opportunities, lack of storage, inadequate processing, etc.

In addition, the shrinking size of operational holdings is becoming ineffective for introduction of modern technology. This is resulting in underutilization of cultivable land. The agrarian crisis has further aggravated by the absence of land reform efforts and gradual withdrawal of subsidies on agricultural inputs. This has led to increasing cost of production. Besides, the volatile output prices have left the farmers at the mercy of market forces. Quite often, the farmers have failed to realize the production cost from the sales of their produce, leading to huge distress.

However, the existing situation can be altered to a great deal by increasing investment in irrigation infrastructure, providing subsidy to farmers, especially in areas vulnerable to frequent climatic disturbances like draught, flood, etc. Moreover, as majority of the farmers in India still depend on moneylenders for borrowing and pay exorbitant rate of interest, therefore, the Government should make special arrangements for cheaper loan from financial institutions like banks.

Another strategy can be to educate farmers about weather taking in to consideration possible monsoon and market fluctuations both at national and international level.

In addition, taking in to consideration the fact that water extremely precious, efforts should be made to save water through multiple means of harvesting, so that it can be utilised effectively for agriculture. By effectively implementing the Mahatma Gandhi National Rural Employment Guarantee Scheme, this objective could be achieved in much larger scale. A chronically ailing agriculture does not bode well for the country. Millions of people still depend on it for survival. Agriculture should be given its due importance today.



## SPECIAL EVENTS

### Future of Work in India and Young People's Aspirations May 10, 2016

The Ministry of Labour and Employment, Government of India, V.V. Giri National Labour Institute and the ILO Decent Work Team for South Asia and Country Office for India organised an innovative and interactive event on the Future of Work in India and Young People's Aspirations on May 10, 2016.

Mr. Shankar Aggarwal, Secretary, Labour and Employment, Government of India, Mr Yuri Afanasiev, United Nations Resident Coordinator in India, Ms. Panudda Boonpala, Director, ILO DWT for South Asia and Country Office for India and Mr. Manish Kumar Gupta, Director General, VVGNI addressed the inaugural session of the event. They highlighted that the world of work is undergoing massive transformations with huge implications for the future of work and work relations. At the same time, emerging economies like India are also experiencing momentous changes in the demographic structures with proportion of youth in total population becoming more and more dominant and hence dependency ratios declining continuously. The fundamental question that arises in such a context



is: How is it that the aspirations of the youth gets situated within the changing dynamics of the world of work? The deliberations related to this question must find centrality in public policy discourses on development. It is also critical that youth finds the requisite 'space' and 'voice' in the ensuing dialogue process. It was emphasized that this dialogue must be pursued on a sustained basis to evolve pragmatic strategies to ensure that the aspirations of the youth gets matched with opportunities in the world of work. The panel discussions stressed the importance of a better education and skill development system, which are linked to employment opportunities, along with the need to tackle gender and other social disparities as key essential to harness the demographic dividend. The panel highlighted the need for choice and the freedom to make decisions that would enable youth to define and fulfil their aspirations. For this to be achieved, more information and awareness is required for youth across the country to make informed decisions, particularly in rural areas that are not well connected. A short film on 'Youth in India and their Aspirations for the Future of Work' was screened at the event. The event in which about 200 people participated, a majority of them youth, brought forward a number of ideas, mainly from the young participants, on ways to find solutions to some of the issues confronting youth in the world of work. The event was organised by **Dr. S.K. Sasikumar**, Senior Fellow, VVGNI.

### Workshop on Technical Consultation Ending Child Labour in Supply Chains: Sharing of Experiences June 29, 2016

Towards observing the World Day Against Child Labour 2016, the V.V. Giri National Labour Institute and the ILO jointly organized a Technical Consultation "Ending Child Labour in Supply Chains: Sharing of Experiences" at the VVGNI Campus on 29<sup>th</sup> June 2016. The Consultation facilitated sharing of strategies adopted by various enterprises for keeping their supply chains free from child labour and their experiences of implementing them for replicability. The Consultation also enabled discussion on key strategies that can reinforce and inform policy and action to ensure child labour-free supply chains in India. Officials from the Ministry of Labour and Employment, ILO, Trade Unions, Employers' and Exporters' Organizations, Childline, Faculty and Students of Social Work, Corporate Social Responsibility Executives (CSR), Civil Society Organizations, Academicians and Research Scholars working on the issue of child labour participated in this Consultation. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI, and **Dr. Ellina Samantroy** coordinated this Consultation.



## PUBLICATION OF RESEARCH STUDIES

### Gender Dimensions at Work and Employment: A Case of Sexual Harassment

Sexual harassment in the workplace is often considered to be solely an issue of women's rights. This causes it to be neglected as the labour issue it represents. Sexual Harassment is a serious form of misconduct in the workplace that has severe impact not only on the employment, but also on the health of the women. Sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment. The protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India.

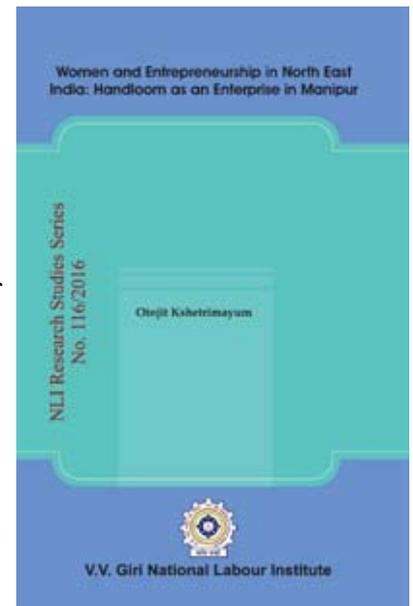
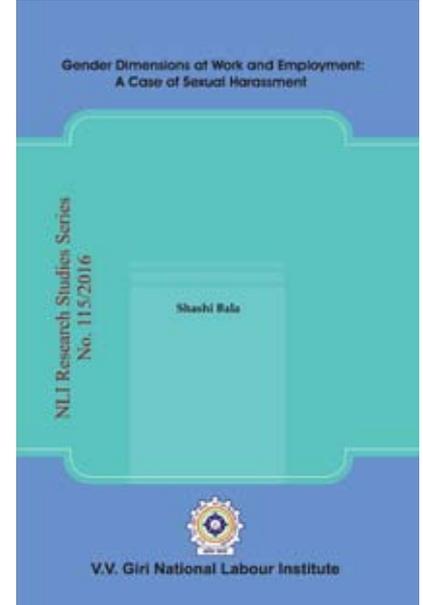
It is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace. In order to achieve substantive equality, Sexual Harassment issues need to be adopted in policies addressing affirmative steps that would enhance women participation in the labour market. Within this context detailed research on issues pertaining to sexual harassment was attempted. The study evaluated sexual harassment policies existing both at the national and International level. The study specifically looked into: Employer's perspective on sexual harassment; existing mechanism for preventing sexual harassment at the work place; reviewed the reported cases on Sexual Harassment at workplace and also looked into the Impact of Sexual Harassment.

The study, based on detailed analysis of the constitution of the Internal Complaints Committee, District Complaints Committee and cases reported on sexual harassment provides number of recommendations to make the workplace safe and secure. The study, *inter alia*, highlights that there is a strong need to provide appropriate training for members of the Internal Complaints Committee and District Complaints Committee dealing with sexual harassment.

It is hoped that the outcomes of this study, assist the authorities responsible for implementing the legislation. It is also hoped that the study provide clarity on any lesser developed and understood areas of the legislation at this early stage so that the same can be addressed effectively and that this endeavour give the Indian working woman a workplace where she is able to work and contribute towards the growth trajectory of the Nation with dignity.

### Women and Entrepreneurship in North East India: Handloom as an Enterprise in Manipur

The study by Dr. Otojit Kshetrimayum in (ISBN 9789382902379) examines the rise of women handloom entrepreneurship in Manipur, one of the states in North East India, with the transformation of handloom from a traditional craft to an industry and its impact on the women entrepreneurs. A case study of the women handloom entrepreneurs or master weavers in Imphal East District, Manipur was carried out. The main objective is to study the entrepreneurial functioning of the handloom entrepreneurs and understand how they sell in the same markets where the cooperatives are unable to sell. The study has observed that women entrepreneurship in the handloom industry in Manipur is associated with the changing social and political structures and the expansion of market on the supply side and the attributes of culture of weaving on the demand side. It is significant to examine that all the women entrepreneurs in this study felt that they are all economically empowered in the sense that they are making an attempt to start their own entrepreneurship for generating income not only for themselves, but also for the people involved in their enterprises.



# TRAINING PROGRAMMES

## LABOUR ADMINISTRATION PROGRAMMES (LAP)

### Effective Labour Law Enforcement

May 23-27, 2016

The above programme was conducted for Labour Enforcement Officers from labour inspectorates of Centre/ State Governments. The objectives of the programme were: (i) to have an understanding of the context of labour legislations; (ii) to have knowledge of substantive as well as procedural contents of different labour laws; (iii) to develop understanding with regard to new directions in labour laws and judicial interpretations; (iv) to explore ways for optimum utilization of existing resources; (v) to identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures. A total of thirteen participants attended the programme. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

### Leadership Training Programme for Women in Law Enforcement

May 30-June 03, 2016

The objectives of the programme were: (i) to acquaint the participants with the socio-economic and political changes in 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 understanding of gender issues in world of work. The training programme was attended by twelve participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### Quasi-Judicial Authorities: Role and Functions

June 27-30, 2016

The aim of this programme was to enhance the competence of quasi-judicial authorities. The key objectives of the programme were: (i) to help the participants to develop 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. The programme was attended by twenty seven Labour Department officials representing the states of Chhattisgarh, Kerala, M.P., Meghalaya, Nagaland, Punjab, Tamil Nadu, Telangana, Uttarakhand and West Bengal. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director of the programme.

## INDUSTRIAL RELATIONS PROGRAMMES (IRP)

### Empowering Trade Union Leaders

June 06-11, 2016

The above programme was conducted with the aim to empower 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 impart knowledge about labour laws and recent changes in labour laws. A total thirteen participants attended the programme from Haryana, Uttar Pradesh, and Maharashtra. The participants were from various industries such as Hindustan Petroleum Corporation Limited, Ordnance Factory. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Fundamental of Labour Laws

June 13-17, 2016

The programme aimed at equipping the participants with the context of labour legislation and recent labour jurisprudence. The main objectives of the programme were: (i) to acquire knowledge of substantive as well as procedural contents of industrial relations law; (ii) to have an understanding of social security legislations; (iii) to develop an insight into the wage law; (iv) to gather an understanding of the law relating to contract labour. A total of seventeen participants attended the programme. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

## **Behavioral Skills for Developing Effective Leadership, June 20-24, 2016**

The above programme aimed at developing effective leadership by enhancing behavioural skills of the delegates. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. Twelve participants attended the programme from Reserve Bank of India, INCE Union, Hindustan Aeronautics Limited. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

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

### **Migration and Development: Issues and Perspectives May 02-05, 2016**

The programme aims at enhancing the understanding of the linkage between migration and development. The specific objectives of the programme were: (i) Understand the concepts and theories relating to migration; (ii) Examine the emerging trends and patterns in migration in a globalizing economy; (iii) Discuss key components of contemporary migration policies; (iv) Analyse developmental potential of migration. The programme was attended by seventeen scholars and practitioners dealing with different dimensions of migration research and policy. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### **Gender Issues in Labour May 09-13, 2016**

This training programme was designed for the representatives of Central Trade Unions. The main objectives of the programme were: (i) to develop a conceptual overview of gender and work; (ii) to address the various inequalities prevalent in the world of work; (iii) to sensitize the participants about various discriminatory practices prevalent in the world of work; (iv) to create awareness about gender and development issues related to work, education, health, violence, developmental policies and programmes, legislative measures; (v) to sensitize the participants to development issues relating to gender and to enhance their capacity to understand, analyse and utilize gender dimensions in development process. The training programme was attended by twenty nine participants from Punjab, Odisha, New Delhi, Bihar, Hyderabad, Uttar Pradesh, Gujarat, and West Bengal. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

### **Empowering Rural Women Organizers May 09-13, 2016**

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

### **Strengthening Leadership Skills for Beedi Workers May 16-20, 2016**

The major objectives of the programme were: (i) to instill leadership skills in the participants; (ii) to impart knowledge and information about beedi industry in general and status of workers in particular; (iii) to enhance inter-personal communication; (iv) to discuss the legal protections for beedi workers; (v) to familiarize on the various aspects of welfare funds for beedi workers. The participants represented different trade unions like All Odisha Bidi Workers Union – CITU, AITUC, Bhartiya Mazdoor Sangh, Beedi Mazdoor Mahila Sangathan and Jan Sewa Bundeldhand Shahari & Gramin Sansatha from different states like Bihar, Madhya Pradesh, Odisha, Uttar Pradesh and West Bengal. This programme was attended by eighteen participants who were the organizers of beedi workers. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## Leadership Development Programme for Rural Trade Union Leaders June 06-10, 2016

The above programme was organised for union leaders working for rural workers. The objectives of the programme were: (i) to provide an overview of the rural unorganised sector in India; (ii) to redevelop/sharpen the skills of rural trade union leaders; (iii) to create an awareness about legal rights and provisions; (iv) to discuss various issues and aspects related to organization building; (v) to make the rural workers aware about the progress of unionization process in the rural unorganised sector. Nineteen Central Trade Union representatives from Assam, Odisha and West Bengal participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

## Gender, Poverty and Employment June 13-17, 2016

The objectives of the programme were: (i) to examine the inter linkage between gender, poverty and employment; (ii) to develop understanding about gender, informality and poverty; (iii) to understand gender and decent work perspective in poverty reduction; (iv) to sensitize the participants about development issues related to gender; (v) to enhance their capacity to understand and analyse gender dimensions in policy and planning and to discuss gender sensitive anti-poverty employment policies and programmes at the national and international levels. The training programme was attended by thirty five participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## Developing Skill Development Strategies for Women Workers in the Informal Economy June 27-30, 2016

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; (iii) to share the experiences of various social partners in skill development and training; (iv) to discuss appropriate strategies for skill development in the informal sector occupations. The training programme was attended by twenty three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## RESEARCH METHODS PROGRAMME (RMP)

### Methods and Approaches in Labour Research June 20-July 01, 2016

This programme aims at situating emerging issues in labour research in an inter-disciplinary perspective. The programme brought together a group of researchers and teachers from universities/colleges/research institution specialising on different dimensions of labour and employment. The programme provided an opportunity for the participants to have intensive interface with renowned scholar and practitioners in the area of labour studies and (i) understand various concepts and theories related to labour; (ii) familiarise various research methods relevant to labour studies; (iii) provide an overview of changing labour and employment; (iv) acquire knowledge about different sources of data on labour and methods used for labour research; (v) developing capacities to undertake rigorous studies on different dimensions of labour. A total of twenty eight Participants attended the programme. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.



## HEALTH ISSUES PROGRAMME (HIP)

### Promotion of Occupational Safety, Health and Welfare in Construction Industry June 13-17, 2016

The aim of the programme was to develop an understanding of the need for safety, health and welfare of construction workers. The objectives of the programme were: (i) to develop a conceptual understanding of occupational safety, health and environmental hazards of the construction workers; (ii) to provide an overview of the Building and other Construction Workers (RE&CS) Act, 1996 and the different welfare provisions under the Act; (iii) to develop an understanding with regard to the formalities for availing various benefits under BOCW (RE&CS) Act. The programme was attended by twenty three participants from the state labour departments and central trade unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## NORTH-EASTERN STATES PROGRAMMES (NEP)

### Strengthening Awareness on Labour Issues for North Eastern States May 23-27, 2016

The major objectives of the programme were: (i) to provide an overview of labour and employment issues with specific focus on North Eastern States; (ii) to develop effective skills for leadership and organization building; (iii) to enlighten the participants about the inequalities, discriminatory practices prevalent in the world of work and also enable them to develop an understanding about the various challenges existing in the labour market; (iv) to create awareness about various development issues related to workers with regard to education, health, social protection, legislative measures, developmental policies programmes, role of civil society etc with a special emphasis on north eastern States. The training programme which was meant for organised leaders of CTU and NGOs of North Eastern States, was attended by eight participants from Assam and Tripura. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

### Fundamental of Labour Laws for North Eastern States June 20-24, 2016

The main objectives of the programme were: (i) to understand the significance and history of labour laws in India; (ii) to highlight the classification of labour laws; to develop an insight into various laws related to industrial relations, wages, working and service conditions, women, child labour and social security. The participants of the training programme were representatives from Central Trade Unions and NGOs from North-Eastern States. There were fourteen participants from the states of Assam, Manipur and Tripura. The Course Director of the training programme was **Dr. Otojit Kshetrimayum**, Associate Fellow.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Director General, Shri Manish Kumar Gupta

- Delivered the opening remarks in a Technical Consultation on 'Ending Child Labour in Supply Chains', jointly organized by the V.V. Giri National Labour Institute and the ILO towards observing the World Day Against Child Labour on June 29, 2016 at V.V Giri National Labour Institute.
- Addressed the Inaugural Session of the event 'Future of Work in India and Young People's Aspiration' organised by MoLE, VVGNI and ILO on May 10, 2016.

### Professional Engagements of Faculty Members

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

- Delivered a Lecture on the theme, 'Globalisation and Labour Migration: An Overview', to the Refresher Course in Global Studies (Social Sciences and Humanities) organised by the Centre for Professional Development in Higher Education, University of Delhi on June 28, 2016.

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

- Participated as a Resource person in the World Day Against Child Labour Event of Uttar Pradesh titled ‘Census Data Dissemination and Launching of State Action Plan on Child Labour in Uttar Pradesh’ on June 11, 2016 at Lucknow. Dr. Helen R. Sekar also made Presentation on “Coming together to Ensure Childhood to every Child: Multi-Stakeholder Capacity Development for Preventing and Responding to Child Labour”.
- Participated in ‘Future of Work in India and Young People’s Aspirations’ on May 10, 2016 at India Habitat Centre, New Delhi and presented her perspective in the context of Young People at Work.
- Participated in the event ‘Spirit of Childhood’ organized by PRAYAS Juvenile Aid Centre (JAC) on May 10, 2016 at Chinmaya Mission-Auditorium, Lodi Road, New Delhi.

### **Dr. Shashi Bala, Fellow**

- Attended 6<sup>th</sup> K.B. Lall Memorial Lecture delivered by Dr. Raghuram Rajan, Governor, Reserve Bank of India which was organised by ICRIER on May 7, 2016 at, India Habitat Centre, New Delhi.

### **Shri P. Amitav Khuntia**

- Participated in the event ‘Future of Youth Aspiration’ on May 10, 2016 organised by Ministry of Labour, VVGNI and ILO at India Habitat Centre.

### **Shri Otojit Kshetrimayum, Associate Fellow**

- Presented a paper on “Interrogating Financial Security Through Financial Inclusion: A Case Study of Social Security Schemes in North East India” in the National Seminar on ‘Financial Inclusion in India’ organised by the Department of Commerce, Manipur University on May 12-13, 2016 at Manipur University, Imphal.

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

- Participated in All India Workshop on Sixth Economic Census Results on June 24, 2016 organized by Ministry of Statistics and Programme Implementation at Vigyan Bhawan, New Delhi
- Participated in a broad based consultation for UN High Level Panel on Care Economy on June 7, 2016 at UN Women, New Delhi.
- Participated in web Radio programme on ‘Indian Society: Tribal, Rural and Urban’ at National Institute of Open Schooling (NIOS), Noida on June 14, 2016.



एक कदम स्वच्छता की ओर

“**LoPN Hkjr vfhk ku\*\***”

“**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**

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