



# इन्द्रधनुष

# INDRADHANUSH

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

Volume VIII

Number 1

January-February, 2017

## Inside this Issue

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

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## FROM THE DIRECTOR GENERAL'S DESK

### Social Protection Floor

Social Protection comprises of those measures which aim at preventing, reducing and eliminating economic and social vulnerabilities to poverty and deprivation. It has been seen that despite rapid growth over more than six decades, poverty and deprivation continue to affect large numbers of people, and an estimated 80 per cent of the population remains without access to adequate social protection cover all over the world. Such a situation can roll back decades of investment in favour of human development and in pursuit of internationally agreed development goals. The idea of a socio-economic floor and its relationship to social protection was therefore emphasized by the World Commission on the Social Dimension of Globalization that stated "A certain minimum level of social protection needs to be accepted as an undisputed part of the socio-economic floor of the global economy." Since then, the term "social floor" or "social protection floor" has been used to mean a set of basic social rights, services and facilities that the citizens should enjoy. Social protection floor thus consist of two main elements that help to realize respective human rights:

- *Essential services*: geographical and financial access to essential services (such as water and sanitation, adequate nutrition, health and education).
- *Social Transfers*: a basic set of essential social transfers, in cash and in kind, paid to the poor and vulnerable to provide a minimum income security and access to essential health care.

Recognizing the importance of ensuring social protection for all, the United Nations System Chief Executives Board for Coordination (UNCEB in April 2009) adopted, the Social Protection Floor (SPF-I) initiative, as one of the nine UN joint initiatives to cope with the effects of the economic crisis. Subsequently, the Social Protection Floor (SPF-I) initiative was endorsed by UN General Assembly during its MDG Summit of September 2010. ILO's Recommendation 202 adopted unanimously in the 2012 International Labour Conference (ILC) describes social protection floors as "nationally defined sets of basic social security guarantees which secure protection aimed at preventing or alleviating poverty, vulnerability and social exclusion." Member countries have the flexibility of designing a SPF depending upon their level of development and their specific history and context. ILO Recommendation 202 also lays down the guiding principles that should be observed in creating the SPF. Among other things, the SPF should create clear-cut entitlements and should be backed by legislation.

In countries that currently lack strong social security and income support programmes, a social protection floor consisting of a basic package of social transfers, combined with actions to guarantee that the poor and vulnerable have access to adequate and affordable sources of nutrition and needed social and health services, is critical to mitigating the poverty and welfare fall-out of the crisis, while at the same time providing a significant stimulus to the economy.

Although India is not a signatory to ILO Convention 102 but has well- established social security systems providing varying degrees of coverage in several of the nine branches of the Convention which principally aim to cover formal workers in the organized sector which includes private firms/establishments above a certain size, or public sector establishments irrespective of size. In principle, these measures also extend some coverage to informal workers in the organized sector, and in some industries to establishments which are considered to be part of the unorganized sector. There are however a large plethora of social protection schemes in India, both at the Central and State levels, which cater to different segments of the population covering basic education and health, employment creation and promotion, workers' social security, food and nutrition security and social pensions. Some of these programmes are now supported legally.



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1

INDRADHANUSH

## SPECIAL EVENTS

### Building Bridges 2017: The International Tradeswomen's Conference in India January 18-19, 2017

The V.V. Giri National Labour Institute in collaboration with Labour Resource Centre, University of Massachusetts, Boston, USA organized a two day Conference 'Building Bridges 2017: The International Tradeswomen's Conference in India' from January 18-19, 2017. The conference brought together fifteen tradeswomen delegation from US to share their experiences and information pertaining to the construction industry. The Conference aimed to develop an understanding about women's work in India with specific focus on the construction industry. The deliberations of the conference were based on the following objectives:

(i) sharing of experiences of women workers from US including a perspective on gender based health and safety issues in construction; (ii) understanding Labour Standards in the organised construction industry in India; (iii) understand construction Industry in India, informality and the role of State; (iv) understanding the role of Building and other Construction Workers Welfare Board and the State initiatives towards redistribution. The conference was attended by a fifteen member US delegation, Senior Officials from Ministry of Labour & Employment and other Ministries, Officers from the Labour Department, academicians, senior leaders from Trade Unions, Members of Civil Society organizations, faculty members and officers of VVGNI. The Director General, VVGNI **Shri Manish Kumar Gupta** delivered the welcome address. **Dr. Susan Moir**, Director, Labour Resource Centre, UMASS, Boston introduced the theme of the conference and the conference was inaugurated by **Shri Rajeev Arora**, Joint Secretary, Ministry of Labour and Employment, Government of India. A Special issue of the Institute's Journal, Labour and Development on the theme "Gender, Work and Development" edited by Dr. Ellina Samantroy was also released at the conference. The workshop was coordinated by **Dr. Ellina Samantroy**, Associate Fellow who concluded the workshop with a vote of thanks.

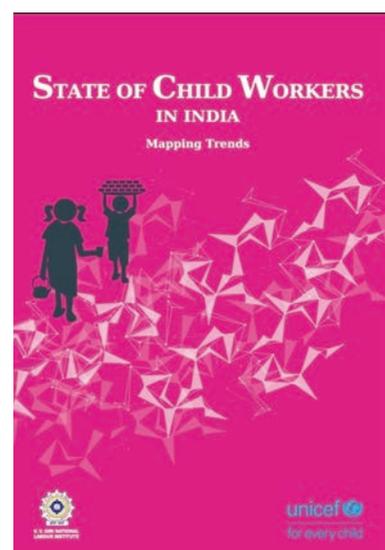


### Technical Consultation on Wage Policies January 31, 2017

International Labour Organisation jointly with V.V. Giri National Labour Institute organised a Technical Consultation on Wage Policies on January 31, 2017 at Thiruvananthapuram, Kerala. The event was organised with the following objectives: (i) discuss the overall global wage trends, focussed on the Global Wage Report 2016; (ii) discuss the wage trends in India, especially in relation to the organised manufacturing sector; (iii) deliberate on the contours for evolving appropriate wage policies in India, including identifying the good practices. The programme was attended by forty participants represented by government, trade union, employers and academic institutions. **Dr. S.K. Sasikumar**, Senior Fellow, coordinated the workshop.

## PUBLICATION

Child labour is a serious and challenging problem that has attracted the attention of several policy makers, planners and implementers in India. According to the International Labour Organisation's (ILO's) World Report on Child Labour 2015, around 168 million children are trapped in child labour, 75 million young persons aged 15–24 are unemployed, and many more are in jobs that fail to offer fair income, security in the workplace, social protection and other basic and decent work attributes. Poverty, migration from one place to another and low family income may be some of the reasons for the existence of child labour. Though many laws and policies have been implemented in India to prevent and eliminate child labour, the problem still persists. Many proactive policies, legislation and schemes, like the National Child Labour Policy, National Policy for Children, National Policy on Education, Child Labour (Prohibition and Regulation) Act, Right of Children to Free and Compulsory Education Act, Juvenile Justice Act, Sarva Shiksha Abhiyaan (SSA), and National Child Labour Project have contributed immensely to increasing the school enrolment ratio, mainly at the level of elementary education. However, the relationship between increasing school education of children and decreasing incidence of child labour needs to be carefully investigated, as the problem of child labour still persists despite developmental efforts in education. In this context, the present study aims to highlight the incidence and magnitude of child labour across the states and at the district-level, in both rural and urban areas of India.



It aims to provide a systematic analysis of district-level information so that a micro-picture evolves for understanding the problem of child labour. The study also aims to identify the major hotspots of child labour in India; the main reasons for their existence and consequences thereof; and to create awareness about the problem. It focuses on girl children who are withdrawn from school and are contributing in household responsibilities through paid or unpaid work. Finally, the study tries to provide some policy recommendations for the elimination of child labour.

## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMME

#### Effective Labour Law Enforcement

January 09-13, 2017

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 develop an understanding with regard to constitutional framework of labour law; (ii) to identify major challenges in enforcement of labour law in the formal as well as in the informal sector; (iii) to give an overview to the participants of the select labour laws applicable to various categories of workers; (iv) to identify major challenges in implementing laws like wage laws, Contract Labour (R&A) Act, Child Labour (P&R) Act, Inter-State Migrant Workmen (RE&CS) Act and Building and Other Construction Workers (RE&CS) Act; (v) to discuss the techniques for overcoming these challenges. The programme was attended by a group of fifteen enforcement officials from Central and State Labour Departments representing the Organisation of Chief Labour Commissioner and various State Labour Departments. **Dr. Sanjay Upadhyaya**, Fellow was the Course Co-ordinator.

### INDUSTRIAL RELATIONS PROGRAMME

#### Developing Positive Attitude for Excellence at Work

January 16-20, 2017

The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (iv) to inculcate the skills for creative problem solving. The programme was attended by thirty two participants representing different government and public sector organisations like NSTL, DRDO, Naval Armament Depot Vishakhapatnam; CQAL, Ministry of Defence; DGQA, DQA(CV), Ministry of Defence, Chennai; U.P.P.C.L., Hindustan Aeronautics Limited and TATA Steel. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Fundamental of Labour Laws

February 06-10, 2017

The programme aimed at equipping the participants with the context of labour legislation and recent labour jurisprudence. The key objective of the programme were: (i) to develop an understanding of the constitutional framework of labour laws; (ii) to provide the knowledge of substantive as well as procedural contents of industrial relations law and social security laws; (iii) to develop an insight into the wage law and to provide an understanding of the law relating to contract labour. The programme was attended by forty seven participants representing management and trade unions from various private sector, public sector and Govt. organisations. **Dr. Sanjay Upadhyaya**, Fellow was the Course Co-ordinator.

### CAPACITY BUILDING PROGRAMMES

#### Gender Issues and Gender Budgeting

January 03-06, 2017

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

#### Training of Trainers Programme for Rural Educators

January 09-13, 2017

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 understanding of empowerment; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint the participants with labour laws for unorganized sector. The programme was attended by fifty participants from Gujarat, Haryana, Odisha, Rajasthan, Uttar Pradesh and West Bengal. **Dr. Poonam S. Chauhan** was the Course Director.

## Empowering Rural Women Organisers January 09-13, 2017

The main objectives of the training 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 the participants with labour laws pertaining to women workers. This training programme was designed for women trade union leaders/ organizers engaged in organisation building and for those who represent the unorganized sector. The training programme was attended by twenty seven participants representing different states. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

## Skill Development & Employment Generation January 30-February 03, 2017

The objectives of the training 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 and about its various components; (iii) to understand the challenge of employment generation and designing appropriate skill development policies to meet those challenges. The training programme was attended by thirteen participants. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

## Developing Leadership Skills January 30 – February 03, 2017

The major objectives of the programme were to enhance the capacity of the participants and instill leadership skills in them. The other objectives were: (i) to develop skills and techniques of effective organization building; (ii) to foster skills of effective leadership; (iii) to impart knowledge about labour laws, development programmes and schemes. This programme was participated by forty trade union leaders from BMS, Telangana. **Dr. Poonam S. Chauhan** was the Course Director.

## Social Protection and Livelihood Security February 13-17, 2017

The major objectives of the programme were: (i) to familiarize participants with the social protection programmes and micro level experiments in the country; (ii) to understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood; (iii) to discuss the role of government, trade unions and community leaders for initiating rural livelihood protection programmes. The programme was attended by twenty six participants from various organizations. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

## RESEARCH METHODS PROGRAMMES

### Course on Quantitative Methods in Labour Research February 13-24, 2017

The course provides an opportunity to the participants to go through a rigorous and interactive exercise on understanding various quantitative methods and tools in labour research. It aims at capacity building of young researchers in the area of quantitative research giving special focus on labour studies. The objectives of the programme were: (i) to equip participants with various quantitative research tools used in labour research; (ii) to appraise the major sources of data on labour; (iii) to familiarize with major statistical packages used in labour research. The programme was attended by thirty two participants. **Dr. Kingshuk Sarkar**, Fellow was the course Director.



### Research Methods on Gender, Poverty and the Informal Economy February 27-March 10, 2017

The Institute organized a two-week Course on Research Methods on Gender, Poverty and the Informal Economy during February 27-March 10, 2017. The Course is designed to help young researchers/teachers in universities/colleges and research institutions to pursue their interests in gender, informality and poverty issues. The course aims to provide a structural analysis of the complex relationships between informality, gendered relations of power and poverty. Twenty seven participants from various states participated in the programme. **Dr. Dhanya M B**, Associate Fellow was the Course Director.



## INTERNATIONAL TRAINING PROGRAMMES

### Research Methods in Labour Studies February 06-24, 2017

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 06-24, 2017 at the Institute Campus. The programme was attended by twenty six researchers and policy makers dealing with labour and related issues from 17 countries — Afghanistan, Bhutan, Cambodia, Guatemala, Iraq, Jordan, Kyrgyzstan, Mongolia, Myanmar, Mauritius, Nigeria, South Sudan, Sri Lanka, Sudan, Tajikistan, Vietnam, Zambia. 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. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



## NORTH-EASTERN STATES PROGRAMMES

### Fundamentals of Labour Laws for Trade Unions and NGOs January 16-20, 2016

The programme aims at equipping the participants with the context of labour legislation and recent Labour jurisprudence. The objectives of the programme were: (i) to acquire knowledge of substantive as well as procedural content 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. The programme was attended by twenty four participants **Dr. Kingshuk Sarkar**, Fellow was the course Director.

### Social Protection and Livelihood Security January 23-27, 2017

The aim of the programme was to develop an understanding of social protection and livelihood security for informal sector workers. The major objectives of the programme were: (i) to understand livelihood risk and vulnerability of the rural poor; (ii) to understand the different social protection programmes that transfers assets and skills of 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. Twelve representatives from central trade Unions like BMS, TUCC and NGOs participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow, was the Course Director.

### Effective Labour Law Enforcement for Labour Enforcement Officers January 30-February 03, 2017

This training programme was organised for the labour inspectors from the Labour Departments of the North Eastern States of India. The main objectives of the programme were: (i) to have an understanding of the context of labour legislations in North-East; (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; and (iv) to explore ways for optimum utilization of existing resources. Twelve labour inspectors/enforcement officers representing different North Eastern states attended the programme. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

### Social Protection and Livelihood Security February 27-March 03, 2017

The objectives of the programme were: (i) to develop an understanding of social protection and livelihood security for informal sector workers; (ii) to understand livelihood risk and vulnerability of the rural poor; (iii) to understand the 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; (iv) to explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by twenty two participants representing government departments, trade unions and civil societies from North Eastern States. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

## COLLABORATIVE TRAINING PROGRAMMES

### Research Methods in Labour Studies (MILS, Mumbai)

January 2-6, 2017

This programme was jointly organized by V.V. Giri National Labour Institute and Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai. The objectives of the programme were: (i) to provide an overview of the labour and employment scenario in India; (ii) to equip participants with the understanding and applicability of various quantitative and qualitative research methods and techniques; (iii) to understand analysis and interpretation of data; (iv) to familiarise participants with major statistical packages for data analysis; (v) to develop capacities in order to undertake labour research by using quantitative and qualitative research methods and techniques. Twenty participants attended the programme. **Dr. Ruma Ghosh**, Fellow, VVGNI and **Dr. P.M. Kadukar**, LNML, MILS were the Course Directors.



### Good Governance for Effective Implementation of Development Programmes (KILE, Kerala)

January 09-13, 2017

This programme was jointly organized by V.V. Giri National Labour Institute and Kerala Institute of Labour and Employment at the Centre for Water Education, Thiruvananthapuram. The aim of the programme was to strengthen the knowledge of the participants with regard to good governance, its importance for implementation of various development programmes and discuss the issues and mechanism for effective delivery to working mass. Forty two officers of Kerala Government representing various departments like Labour, Employment, Directorate of Insurance and Medical Services, Agriculture, doctors working in Health Department and CEOs of Welfare Boards like Kerala Bamboo Kattauvally and Pandanus Leaf Workers Welfare Fund Board,



Kerala Motor Transport Workers Welfare Fund Board, Kerala Shops and Commercial Establishments Workers Welfare Fund Board and BOCW Board etc. participated in this programme. **Mr. V. Veerakumar**, Executive Director of KILE inaugurated the programme. **Mr. Vijay Wills** was the coordinator from KILE. **Shri P. Amitav Khuntia**, Associate Fellow, VVGNI was the Course Director.

### Changing Industrial Relations in the Globalised Economy (MILS, Mumbai)

January 23-27, 2017

The programme aims at enhancing the understanding of the Industrial Relations Managers and Trade Union Leaders on the major opportunities and challenges relating to labour-management relations in a globalizing economy. The objectives of the programme were: (i) to understand and analyse the major components of globalization that affect employment relations; (ii) to examine and respond to the emerging issues and challenges in industrial relations and trade unionism in a globalizing economy; (iii) to learn and share experiences on new forms of labour management practices. The programme was attended by thirty nine participants **Dr. Kingshuk Sarkar**, Fellow was the course Director.



### Social Security for Unorganised Sector Workers (MILS, Mumbai)

February 13-17, 2017

The programme was jointly organised by Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai and V.V. Giri National Labour Institute, Noida. The main objectives of the training programme were: (i) to generate awareness

among the unorganised sector activists/workers about the various social security/welfare schemes of the Government for their socio-economic development; (ii) to discuss about various social security schemes and comprehensive legislation for workers in the unorganised sector and also examine issues and challenges regarding implementation of different social security measures; (iii) to develop participants and their organisations through which they can effectively mobilize workers in the unorganised sector. The programme was attended by forty four participants from Maharashtra representing various trade unions. The Course Directors of the workshop were **Dr. P.M. Kadukar** from LNMLMILS and **Mr. P. Amitav Khuntia**, Associate Fellow and **Dr. Otojit Kshetrimayum**, Associate Fellow from VVGNNLI.



## IN-HOUSE TRAINING PROGRAMME

### Behavioural Skills for Managing Work Effectively for Class III Employees for RBI

February 6-10, 2017

The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint the participants with concept of emotional Intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by twenty seven participants from different branches of Reserve Bank of India covering different states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Behavioural Skills for Managing Work Effectively for Class IV Employees for RBI

February 13-17, 2017

The above programme was focused upon enhancing behavioural skills among the participants, so that they could play an effective role for strengthening their organizations, and work effectively for RBI Personnel. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint the participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by twenty eight participants from Reserve Bank of India covering different states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Behavioural Skills for Managing Work Effectively for Class III Employees for RBI

February 20-24, 2017

The objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. Twenty eight delegates from Reserve Bank of India participated in the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Behavioural Skills for Managing Work Effectively for Class IV Employees for RBI

February 27 - March 3, 2017

The main objectives of the program were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with the participants with the concept of emotional Intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by thirty participants from Reserve Bank of India. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## OTHER PROFESSIONAL ENGAGEMENTS

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

- Delivered the welcome address of the International Conference 'Building Bridges 2017: The International Tradeswomen's Conference in India' organised by the V.V. Giri National Labour Institute in collaboration with Labour Resource Centre and University of Massachusetts, Boston, USA from January 18-19 2017

## Professional Engagements of Faculty Members

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

- Resource Person in the First Module of the One Year Training Programme on Employment Policies for Afghanistan Officials jointly organised by International Training Centre of International Labour Organisation, Turin and V.V. Giri National Labour Institute, February 06-10, 2017, India Habitat Centre, New Delhi

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

- Panelists and resource person for the Panel Discussion on “Curbing Child Labour in Future Businesses” in the event ‘Vaishvik 2017’ organized by Centre for Labour Studies, School of Management and Labour Studies, Tata Institute of Social Sciences, Mumbai, on February 24, 2017.

### Dr. Ruma Ghosh, Fellow

- Delivered two lectures on ‘ILO Concept of Social Security and Social Security and Social Protection’ at Pandit Deendayal Upadhaya National Academy of Social Security (PDUNASS) in the Induction Training Programme for newly recruited Assistant P.F. Commissioners on January 30, 2017.

### Dr. Kingshuk Sarkar, Fellow

- Delivered two lectures on Industrial Employment (Standing Order) Act 1946 and Gratuity Act 1972 to the participants belonging middle level managerial cadre of HPCL at a refresher course conducted by the National University of Jurisdictional Sciences, Kolkata on February 24, 2017.

### Shri P. Amitav Khuntia, Associate Fellow

- Visited Maharashtra Institute of Labour Studies, Mumbai to take sessions in the VVGNI-MILS collaborative programme ‘Social Security for Unorganised Workers’ February 13-17, 2017). Took four sessions and also addressed the inaugural and Valedictory session.

### Dr. Ellina Samantroy, Associate Fellow

- Organised **International Conference** on ‘Building Bridges 2017: The International Tradeswomen’s Conference in India’ collaboration with Labour Resource Centre, University of Massachusetts, Boston from January 18-19, 2017 at V.V. Giri National Labour Institute.
- Presented a paper on ‘Unpaid Work in North East India: Some Reflections on Household Work and Domestic Duties’ at XV National Conference on Women’s Studies by The Indian Association for Women’s Studies held on January 22-25, 2017 at University of Madras, Chennai.
- Presented a paper on ‘Women’s Economic Empowerment and Sustainable Development Goals: What do Economic Censuses reveal about Women Entrepreneurship?’ in a National Conference on ‘Rethinking Development Social Development Today: State, Industry and Civil Society’, on February 10-11, 2017 at Department of Sociology, Banaras Hindu University, Varanasi.
- Presented a paper on ‘Gendered Patterns in Economy: Roles and Participation in Formal and Informal Sector’ in a National Seminar on ‘Gender Discrimination in Contemporary India: Issues and Challenges’ on 11th and 12th Feb, 2017 at Babasaheb Bhimrao Ambedkar University, Lucknow.

### Dr. Dhanya M.B., Associate Fellow

- Delivered a half-day lecture on ‘Social Security Schemes- organised/unorganised sector in India’, at Pt. Deendayal Upadhyay National Academy of Social Security (PDUNASS), New Delhi, February 1, 2017.



एक कदम स्वच्छता की ओर

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“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