



# इन्द्रधनुष

# INDRADHANUSH

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

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## FROM THE DIRECTOR GENERAL'S DESK

### 100 Years of ILO and India

Founded in 1919, the International Labour Organisation (ILO) became the first specialized agency of the United Nations in 1946 dealing with work and workplace issues, and related rights and standards. Its primary goal is to achieve decent work for all so that everyone benefits from working conditions that offer freedom, equity, security and human dignity. At present the ILO has 187 member countries. A unique feature of the ILO is its tripartite character constituting government, worker and employer organisations. It has three organs: International Labour Conferences, Governing Body and International Labour Office.

India is a founding member of the ILO and has been a permanent member of the ILO Governing Body since 1922. India has regularly and actively participated in the International Labour Conference through its tripartite delegations. The Conference has so far had 4 Indian Presidents viz., Sir Atul Chatterjee (1927), Shri Jagjivan Ram (1950), Dr. Nagendra Singh (1970) and Shri Ravindra Verma (1979). Since 1922 India has been holding a non-elective seat on the Governing Body as one of the 10 countries of chief industrial importance. Four Indians have so far been elected Chairperson of the Governing Body- Shri Atul Chatterjee (1932-33), Shri Shamal Dharee Lall (1948-49), Shri S.T. Merani (1961-62) and Shri B.G. Deshmukh (1984-85).

The influence of ILO Conventions as a standard of reference for labour legislation and practices in India has been significant. India has so far ratified 6 of the 8 Fundamental Conventions; 3 of the 4 Governance Conventions (Priority); 38 of the 177 Technical Conventions and one Protocol. The latest ratifications made by India in 2017 relate to ILO Fundamental Conventions -138 and 182. A number of proactive measures dealing with different aspects of the rights and welfare of labour have been taken by the Government of India though India is yet to be a signatory to some of the other conventions. There are also principles underlying various conventions that are implied in the Constitution of India.

The ILO Office in India, the first in Asia was established in 1928. Its first director was Shri P.P. Pillai. The ILO's work in India is carried out within the framework of the Decent Work Country Programme (DWCP). India's first and second DWCP covered the period 2007-12 and 2013-17 respectively. The third DWCP (2008-22) lays emphasis on i) promoting, adopting and implementing International Labour Standards; ii) creating sustainable, inclusive and decent employment for women and youth; and iii) fostering tripartite mechanisms to protect the rights of workers by promoting labour administration, occupational safety and health (OSH) and social protection.

The commonality of approaches and the policy measures and instruments favoured by India and the ILO suggest that there has been a significant impact on each other. In several aspects, India has taken the lead while in others it has been significantly influenced by ILO conventions, recommendations and documented research. As the ILO celebrates its centenary this year, it is imperative that the ILO and the social partners in India develop a perfect synergy for ensuring a progressive and just future of work-for-all.



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INDRADHANUSH

## SPECIAL EVENTS

### राजभाषा सम्मान

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, सैक्टर-24, नौएडा को वर्ष 2017-18 के दौरान राजभाषा हिंदी के कार्यान्वयन संबंधी कार्यकलापों में उत्कृष्ट कार्य निष्पादन के लिए नगर राजभाषा कार्यान्वयन समिति (नराकास), नौएडा द्वारा दिनांक 31.01.2019 को गेल (इंडिया) लिमिटेड, गेल जुबली टावर, सैक्टर - 1 नौएडा में आयोजित नराकास, नौएडा की 37वीं बैठक में द्वितीय पुरस्कार से सम्मानित किया गया।

इस अवसर पर वर्ष 2017-18 के दौरान राजभाषा हिंदी के उत्कृष्ट कार्यान्वयन में सराहनीय योगदान देने पर संस्थान के वरिष्ठ हिंदी अनुवादक, श्री बीरेन्द्र सिंह रावत को भी सम्मान पत्र से सम्मानित किया गया।

राजभाषा हिंदी के प्रगामी प्रयोग को बढ़ावा देने के उद्देश्य से नराकास, नौएडा के तत्वावधान में विभिन्न सदस्य कार्यालयों द्वारा समय-समय पर अनेक प्रतियोगिताओं/कार्यशालाओं का आयोजन किया जाता है। इसी सिलसिले में दिनांक 10.12.2018 को गेल ट्रेनिंग इंस्टीट्यूट, सैक्टर-16ए, नौएडा द्वारा आशु-संभाषण प्रतियोगिता तथा दिनांक 21.12.2018 को वी. वी. गिरि राष्ट्रीय श्रम संस्थान, सैक्टर-24, नौएडा द्वारा राजभाषा एवं सामान्य ज्ञान प्रतियोगिता का आयोजन किया गया था। गेल ट्रेनिंग इंस्टीट्यूट, सैक्टर-16ए, नौएडा द्वारा आयोजित आशु-संभाषण प्रतियोगिता में वी. वी. गिरि राष्ट्रीय श्रम संस्थान के डॉ. ओतोजीत क्षेत्रिमयूम, एसोसिएट फेलो ने प्रथम स्थान प्राप्त किया। उक्त प्रतियोगिताओं के विजयी प्रतिभागियों को भी नराकास, नौएडा की 37वीं बैठक में पुरस्कृत किया गया।



पुरस्कार प्राप्त करने पर श्री हीरालाल सामरिया, सचिव एवं सुश्री कल्पना राजसिंहोत, संयुक्त सचिव, श्रम एवं रोजगार मंत्रालय, भारत सरकार, मंत्रालय में संस्थान के महानिदेशक डॉ. एच. श्रीनिवास एवं व. हिं. अनुवादक श्री बीरेन्द्र सिंह रावत को बधाई देते हुए।



पुरस्कार ग्रहण करते हुए डॉ. ओतोजीत क्षेत्रिमयूम, एसोसिएट फेलो

### National Stakeholder Consultation on the Future of Work February 08, 2019

The V.V. Giri National Labour Institute jointly with Ministry of Labour and Employment and the International Labour Organisation organized a National Stakeholder Consultation *on the Future of Work* on February 08, 2019 at the V.V. Giri National Labour Institute. The consultation was organised as a part of celebrating an eventful centenary of the existence of ILO in 2019. India, as a founding member of the ILO, has been an important partner in the exciting and eventful journey of the ILO. The launch of the Global Commission on the Future of Work Report, *Work for a Brighter Future*, on January 22, 2019 marked the official start of the ILO Centenary year. The Report examined how to achieve a better future of work for all at a time of unprecedented change and exceptional challenges in the world of work. In this context, the consultation was organised to discuss the issues highlighted in this Report with a view to evolve country specific priorities and strategies to respond to the



challenges of change and ensure decent and sustainable work opportunities for all. The programme was inaugurated by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (I/C). He highlighted on the cooperation of ILO with the Ministry of Labour in strengthening Labour & Employment Policies. He also expressed the commitment of the government for addressing the challenges associated with the informal sector and the introduction of the various schemes like PMRPY, PMJJBY etc. **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute, welcomed the delegates and highlighted on the objectives of the consultation. **Ms. Anuradha Prasad**, Additional Secretary, Ministry of Labour and Employment provided a way forward on the deliberations of the consultation. **Smt Sibani Swain**, Additional Secretary and Financial Advisor, Ministry of Labour and Employment, Government of India initiated the open discussions at the consultation. **Ms. Kalpana Rajsinghot**, Joint Secretary also participated. The consultation also included a panel discussion chaired by **Ms. Dagmar Walter** Director ILO DWT for South Asia and country office for India, and the panelists were: **Shri Rajeev Dubey** member of Governing body, ILO; **Shri Virjesh Upadhyay**, General Secretary, BMS; **Smt. Sunita Sanghi**, Senior Advisor, Ministry of skill Development and Entrepreneurship; **Shri R Venkat Ratnam**, Principal Secretary, Government of Punjab; **Shri Michael Dias**, Secretary, The Employers Association; **Ms Rituparna Chakraborty**, Executive Vice President, Team Lease; **Shri Manish Kumar Gupta**, Joint Secretary, Ministry of Labour & Employment. The consultation was attended by government representatives, representatives from ILO and other international organisations, Trade unions, employers' organizations, academicians, representatives from research institutions and faculty and officers from VVGNI. The programme concluded with a Vote of Thanks by **Dr. S. K. Sasikumar**, Senior Fellow, V.V. Giri National Labour Institute who coordinated the event.

### Visit of International Delegation



Mr. Satoshi Sasaki, Deputy Director, International Labour Organisation (ILO) visited the Institute on January 17, 2019 and discussed the issues related to V.V. Giri National Labour Institute, Noida and ILO collaboration.



A meeting with Korea International Cooperation Agency (KOICA) delegation to discuss on ILO-KOICA collaborative framework project was held on February 12, 2019 at V.V. Giri National Labour Institute, Noida.

### Release of Wage Report

The V.V. Giri National Labour Institute in collaboration with the experts of the Ministry of Labour and Employment and ILO prepared the **Report of the Expert Committee on Determining the Methodology for Fixing the National Minimum Wage**. The report was submitted by the Committee under the Chairmanship of **Dr. Anoop Satpathy**, Fellow, VVGNI to the Secretary (L&E) on February 14, 2019. The report recommended a new methodology for fixation of national minimum wage and also suggest base value of national minimum wage. The Institute spearheaded and hosted technical discussions of the expert committee meetings leading to its finalisation and submission.

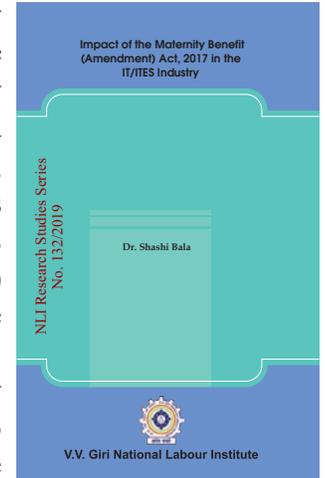


## PUBLICATION

### Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT/ITES Industry

NLI Research Studies Series No.132/2019

The Maternity Benefit Act, 1961 is an important legislation for providing maternity benefit to the woman workforce in the organized sector. The Act regulates the employment of women employees in certain establishments and provides maternity and related benefits. The 44<sup>th</sup>, 45<sup>th</sup> and 46<sup>th</sup> Indian Labour Conferences had recommended enhancement of the mandatory benefits under the Act. Consequently, the Act was amended in 2017 and paid maternity leave increased to 26 weeks as against 12 (twelve) weeks. Also, provision of crèches by the employer was introduced in the law with a prerequisite that every establishment having 50 (fifty) or more employees have a mandatory crèche facility within a prescribed distance from the establishment, either separately or along with other common facilities. It further provisioned that the woman is also to be allowed 4 (four) visits a day to the crèche, which will include the interval for rest allowed to her. In order to ensure awareness, a mandatory aspect of prior information of all benefits at the time of initial appointment itself has become obligatory upon the employer. These amendments have placed India at third rank in the list of countries that provide the maximum duration of paid maternity leave. One year post the amendment coming into effect, the VVG NLI conducted a study to understand the impact of the amendment act, in the IT and ITES sector of four states viz. Haryana (Gurugram), Maharashtra (Pune, Mumbai), Karnataka (Bangalore) and Telangana (Hyderabad) and the levels of knowledge and awareness around it as well as the attitude that is developing towards its provisions in order to assess implications for women participation in the labour force in the coming years.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

#### Towards Generating Quality Employment: Challenges and Options

January 7-10, 2019

The specific objectives of the programme were to: (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 sustainable and inclusive growth. The programme was attended by thirty researchers and practitioners from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

#### Effective Labour Law Enforcement

(January 28 February 01, 2019)

The key objectives of the programme were to help the participants to develop an understanding of the context of labour legislations; (i) to have knowledge of substantive as well as procedural contents of different labour laws; (ii) to develop understanding with regard to new directions in labour laws and judicial interpretations; (iii) to explore ways for optimum utilization of existing resources; (iv) to identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures. The programme was attended by a group of thirty eight enforcement officials and labour administrators from various State Governments and UTs. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

#### Leadership Training Programme for Women in Law Enforcement

(February 11-15, 2019)

The specific 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 & labour laws, pertaining to women; (iv) to develop understanding of gender issues in world of work. The training programme was attended by twenty six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## **INDUSTRIAL RELATIONS PROGRAMMES (IRP)**

### **Preventing Sexual Harassment at Workplace (January 14-18, 2019)**

The specific objectives of the programme were to: (i) discuss sexual harassment at the workplace and the inter-linkages with productive employment/productive contribution to economy; (ii) discuss the legal framework towards addressing sexual harassment at the workplace; (iii) discuss the strategies needed to combat sexual harassment at workplace. The training programme was attended by six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Managing Human Resources Effectively (February 11-15, 2019)**

The major objectives of the programme were: (i) to understand the dynamics of work environment; (ii) to discuss various aspects of human resources management and human capital development; (iii) to acquaint with the various policies and programmes; (iv) to impart behavioural skills to deal with work effectively; (v) to refresh the participants legal understanding with recent laws and amendments; (vi) to enable the participants to redefine their role and contribute significantly for the organisation and nation. Twelve participants comprising of Senior Personnel Officers from Indian Railway, HR Managers from National Fertilizers Ltd, National Thermal Power Corporation Ltd, Educational Consultant India Ltd, and Hindustan Aeronautics Ltd participated in this programme. **Dr. H. Srinivas**, IRPS and Director General, VVG NLI gave valuable inputs and inspired the participants in the valedictory session. **Mr. P. Amitav Khuntia**, Associate Fellow, VVG NLI was the Course Director.

### **Fundamentals of Labour Laws (February 18-22, 2019)**

The key objectives of the programme were to help the participants to: (i) acquire the knowledge of substantive as well as procedural contents of industrial relations law; (ii) have an understanding of social security legislations; (iii) develop an insight into the wage law and (iv) gather an understanding of the law relating to contract labour. The programme was attended by a group of thirty three participants representing management personnel and trade unions from various private, public sector and government organizations in the country. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

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

### **Capacity Building Programme on Mathadi Model for Unorganised Workers (January 07-10, 2019)**

The objectives of the programme were : (i) perspective building of the participants on Mathadi Model, imparting in-depth knowledge including its history and genesis, its various features and functioning, schemes, significance for empowerment of the workers, and limitations; (ii) to make the participants acquainted with various issues related to labour and employment; (iii) to have knowledge about labour laws and recent changes in labour laws, and (iv) to impart them skills for effective leadership development. The programme was attended by thirty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### **Labour Issues and Labour Laws (January 14-18, 2019)**

The objectives of the programme were: (i) to understand the world of work and the decent employment; (ii) to make the participants acquainted with various issues related to labour and employment, and (iii) to have knowledge about labour laws and recent changes in labour laws. The programme was attended by seventeen participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

## Gender Issues in Labour

(January 21-25, 2019)

The specific objectives of the programme were: (i) to develop a conceptual overview of gender and work; (ii) to address the various inequalities prevalent in the work 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 etc. (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 programme was attended by thirty five participants **Dr. Ellina Samantroy**, Fellow was the Course Director.

## Empowering Rural Organisers

(January 21-25, 2019)

The specific objectives of the program were: (i) to provide an overview about the rural unorganised sector in India; (ii) to develop the skills of rural trade union leaders to understand and analyse rural society; (iii) to discuss issues related to effective organisation building ; (iv) to develop the capacity of the participants through various behavioural approaches; (v) to sensitize the participants on the legal rights and provisions for workers; (vi) to understand and analyse various social security provisions for the workers. The training programme was attended by forty four participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## Skill Development for Youth Employability and Entrepreneurship

(January 28-February 01, 2019)

The main objectives of the programme were: (i) to understand the World of Work, Future of Work and Decent Employment; (ii) to situate the importance of skill development for employability in general and for youth in particular in the emerging economy; (iii) to familiarize the participants with skill development avenues and initiatives; (iv) to enable the participants to play larger role along with enhancing individual capacity. Forty-six Master Degree students from about fifteen universities of India participated in this programme. **Mr P.Amitav Khuntia**, Associate Fellow was the Course Director.

## Leadership Development Programme for Trade Union Leaders from Telangana state

(February 04-08, 2019)

The objectives of the programme were: (i) to enhance the leadership development among the participants by imparting them skills for effective leadership building, organization building, and effective communication; (ii) to impart knowledge about labour laws, development programmes and schemes; (iii) to make the participants acquainted with various issues related to labour and employment, and (iv) to sensitize the participants towards gender issues at work. The programme was attended by twenty three participants from Telangana State. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

## RESEARCH METHODS PROGRAMMES (RMP)

### Course on Qualitative Methods in Labour Research

(January 07-18, 2019)

The objectives of the course were to: (i) address various concepts and theories related to labour; (ii) familiarize participants with the schools of thought in qualitative research; (iii) equip participants with the understanding and applicability of various qualitative methods; and (iv) develop capacity to analyse and interpret qualitative data. Twenty five research scholars from different universities attended the course. **Dr. Ruma Ghosh**, Fellow was the Course Director.



## Research Methods on Gender Issues in Labour (February 18-March 01, 2019)

The specific objectives of the programme were: (i) to understand various theoretical perspectives on gender and labour research across various disciplines; (ii) to understand the various feminist methodologies and approaches in gender research; (iii) identifying emerging issues in gender and labour research in social sciences; (iv) introducing various qualitative and quantitative techniques in gender issues in labour research; (v) to make the participants familiar with recent statistical packages used in social science research. The programme was attended by nineteen participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.



## INTERNATIONAL TRAINING PROGRAMME (ITP)

### International Training Programme on Health Security and Protection of Workers (February 04-22, 2019)

The international training programme Health Security and Protection of Workers was introduced under the auspices of the ITEC/SCAPP scheme of the Ministry of External Affairs. The main objectives of the programme were to: (i) identify the growing occupational and safety risks of workers due to informalisation of work; (ii) understand the issue of health protection and promotion at workplace; (iii) understand the need for universal maternity benefits to include women in the workforce; and (iv) understand the need for health insurance of workers in order to meet health related insecurities. The programme was attended



by twenty eight participants from seventeen countries namely; Botswana, Cambodia, Colombia, Egypt, Ethiopia, Indonesia, Malawi, Mauritius, Oman, South Africa, Syria, Tajikistan, Tanzania, Tunisia, Uganda, Uzbekistan, Zimbabwe. The valedictory session of the programme was chaired by **Dr. H. Srinivas**, Director General, VVGnLI. **Dr. Veena Agarwal**, Under Secretary, Ministry of External Affairs also joined the valedictory and feedback session through skype. **Dr. Anoop Satpathy**, Fellow, was the Course Director.

## NORTH-EASTERN STATES PROGRAMMES (NEP)

### Social Protection and Livelihood Security for North Eastern States January 21-25, 2019

The major 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 explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by sixty one participants from various organizations. **Dr. Dhanya MB**, Associate fellow was the Course Director.

### Leadership Development Programme for Rural Organisers for North Eastern States (February 04-08, 2019)

The specific objectives of the programme were: (i) to develop skills and techniques of effective organization building; (ii) to foster skills of effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in globalised economy; (iv) to impart knowledge about labour laws, development programmes and schemes. The training programme was attended by thirty five participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## Social Security for Unorganised Workers for North Eastern States (February 11-15, 2019)

The objectives of the programme were (i) to acquaint participants with the concept of social security and the need for social security for unorganised workers; (ii) to develop understanding of the various social security and welfare programmes including labour laws and (iii) to familiarize participants with different micro level social security experiments including self-help groups. Forty four participants from Central Trade Unions and NGOs of the North Eastern States of Assam, Manipur, Meghalaya, Nagaland and Tripura participated in the programme. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director of the programme.

## COLLABORATIVE TRAINING PROGRAMMES (CTP)

### Research Methodology Course on Inclusion of Labour in Rural India (January 07-11, 2019)

The V.V. Giri National Labour Institute (VVGNI) in collaboration with Gandhigram Rural Institute (GRI) organized this programme at GRI, Tamil Nadu. The specific objectives of the programme were: (i) to understand the concept of inclusion in India; (ii) to discuss recent labour market trends in India; (iii) to discuss financial inclusion theories in Indian context; (iv) to analyze various dimensions of labour supply and demand, which interact to determine wages, employment and unemployment; (v) to assess policy intervention related to inclusion of labour; (vi) to develop the understanding of social security in labour market; (vii) to discuss recent trends in labour research. The training programme was attended by twenty seven participants. **Dr. Shashi Bala**, Fellow was the Course Director.



### Emerging Perspectives on Gender, Labour Laws and International Labour Standards (January 15-17, 2019)

The V.V. Giri National Labour Institute in collaboration with State Labour Institute (SLI) organized this programme at State Labour Institute, Odisha. The specific objectives of the programme were: (i) to provide an overview of gender and the labour market; (ii) to analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc. (iii) to understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available



legal and policy responses; (iv) to sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace; (v) to understand the various international labour standards/ international instruments and good practices on gender equality; (vi) to discuss about strategies of promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market. The programme was attended by thirty five participants from Odisha State. **Dr. Ellina Samantroy**, Fellow was the Course Director.

### Developing Leadership Skills for Rural Trade Union Leaders (SLI, Odisha) (January 15-17, 2019)

The programme was organized in collaboration with State Labour Institute, Bhubaneswar. The specific objectives of the programme were: (i) to provide an overview about the rural unorganised sector in India; (ii) to develop the skills

of rural trade union leaders to understand and analyse rural society; (iii) to discuss issues related to effective organisation building; (iv) to develop the capacity of the participants through various behavioural approaches; (v) to sensitize the participants on the legal rights and provisions for workers; (vi) to understand and analyse various social security provisions for the workers. The programme was attended by thirty four participants from various rural trade unions in Odisha. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.



### **State-Level Training of Trainers (ToT) on Convergent Planning for Prevention and Eradication of Child Labour (February 6-8, 2019)**

State-Level Training of Trainers on “Convergent Planning for Prevention and Eradication of Child Labour” was conducted for the State of Bihar during 6-8 February 2019 at the Dashrath Manjhi Labour & Employment Research Institute, Patna. This programme was conducted as a part of the on-going UNICEF-VVGNLI Child Labour Training Project and also as a part of the MoU signed between V.V. Giri National Labour Institute and Dashrath Manjhi Labour & Employment Research Institute, Patna. Officials from different line Departments of Government of Bihar such as Department of Social Welfare, Revenue Department,



Education Department, Labour Department, Police Department, Law Department, Rural Development Department, Health Department and Information Public Relations Department of Bihar participated. In addition, various civil society organisations participated in the programme. Further, District Youth Coordinators of *Nehru Yuva Kendra Sangathan* from the districts of Araria, Patna, Nalanda, Gaya, Bhojpur, Muzaffarpur, West Champaran, Sitamarhi, Darbhanga, Purnea, Madhubani, East Champaran participated in the TOT programme.

### **Preventing and Responding to Child Labour: Conference on Convergent Planning at District Level (February 9, 2019)**

The inter-state conference on “Preventing and Responding to Child Labour through Convergent Planning at District Level” was organized at the Dashrath Manjhi Labour Institute, Patna, in Bihar on 9<sup>th</sup> February, 2019. The main objective of this conference was to focus on the challenges of locating, rescuing, and releasing children trafficked for labour exploitation; to discuss the opportunities with regard to inter-state coordination between Bihar and Rajasthan; and to achieve the larger goal of evolving convergent plan and ensuring inter-state coordination. The purpose was also to discuss and deliberate on the (i) effective implementation of the legal instruments to prevent victimization and violence;( ii) addressing child labour / trafficking, and violence through effective enforcement of legal provisions in the Juvenile Justice Act;(iii) the role of CALPR Child and Adolescent Labour (Prohibition and Regulation Act as a tool to prevent child labour and ensure that every child is in school and learning;(iv) the role of NCPCR as an ‘oversight mechanism’ to promote child rights and protect children from violence; and (v) addressing issues of ‘unsafe migration’ with focus on the prevention of child labour between Bihar (source) and Rajasthan (destination).

This conference was attended by 114 key functionaries representing International organizations such as the ILO, Freedom Fund, UNICEF, Action Aid; National Human Rights Commission, State-level Organisations/Commissions/Institutions/Universities namely the State Commission for Protection of Child Rights, Maharashtra, Police University, Rajasthan, officials from the Line Departments of the Government of Rajasthan namely Labour Department, Police Department, Department of Child Rights from the State of Bihar, the Sub-Divisional Magistrates, Block Development Officers, Labour Enforcement Officers, Officials from the Department of Social Welfare from the Districts of Patna,

Nalanda, Nawada, Bhojpur, West Champaran, Sitamarhi, Purnea, Madhubani, East Champaran, and representatives of civil society organizations; and from print and electronic media including Doordarshan, News 18 TV channels from Patna, participated in the conference.

### **Mainstreaming Gender Equality (JMI) (February 25-March 01, 2019)**

The programme was organized in collaboration with Jamia Millia Islamia University (JMI), New Delhi. The specific objectives of the programme were: (i) to discuss the key concepts and approaches related to gender; (ii) to understand the significance of gender budgeting; (iii) to orient the participants on affirmative policies for enhancing gender equality in the world of work; (iv) to address the issues pertaining to gender based violence. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.



### **IN-HOUSE TRAINING PROGRAMMES (ITP)**

#### **Behavioural Skills for Managing Work Effectively for RBI Personnel (January 07-11, 2019)**

The specific 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 the skills for creative problem solving. The training programme was attended by twenty nine participants. **Dr. Shashi Bala**, Fellow was the Course Director and **Dr. Ramya Ranjan Patel**, Associate Fellow was the Associate Course Director.

#### **Office Management for Employees of NALCO (January 14-16, 2019)**

The specific objectives of the programme were to: (i) enhancing sensitivity towards self, group and organizations; (ii) developing skills of individuals in creativity and positivity; (iii) enhancing creative problem solving skills; (iv) to orient with the different techniques of time management and team work; (v) developing skills to manage and communicate at the workplace; (vi) to acquaint with office systems and procedures. The training programme was attended by twelve participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### **Behavioural Skills for Managing Work Effectively for RBI Personnel (January 14-18, 2019)**

The specific 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 the skills for creative problem solving. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### **Behavioural Skills for Managing Work Effectively for RBI Personnel (January 28-February 01, 2019)**

The specific 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 the skills for creative problem solving. The training programme was attended by twenty eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### **Behavioural Skills for Managing Work Effectively for RBI Personnel (February 04-08, 2019)**

The specific 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 the skills for

creative problem solving. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Dr. H. Srinivas, Director General

- Chaired the Meeting of Research Advisory Group (RAG) of the Centre for Employment Relations and Regulations held on 11 January, 2019 at VVG NLI, NOIDA – Presentation on two research studies namely (i) Regulation of Fixed-term Employment: An Inter-country Perspective by Dr. Sanjay Upadhyaya; and, (ii) A Tale of three States: Labour Reforms in the States of Gujarat, Madhya Pradesh and West Bengal by Dr. Kingshuk Sarkar were made before the members of Research Advisory Group.
- Chaired the Meeting of the ‘Standing Committee on Education, Training and Orientation’ to finalize the Training Calendar of the Institute for the year 2019-20 held on 16 January, 2019 at VVG NLI, NOIDA.
- Addressed the delegates in the introductory session of the ‘National Stakeholder Consultation on the Future of Work’ jointly organized by VVG NLI, MoL&E and ILO and inaugurated by Shri Santosh Kumar Gangwar, Hon’ble Minister of State for Labour & Employment (I/C), Govt. of India to celebrate ILO’s Centenary and to deliberate on different aspects of the launch of the report of Global Commission on the Future of Work Report, ‘Work for a Brighter Future’ held on 8 February, 2019 at VVG NLI, NOIDA.
- Meeting with Korea International Cooperation Agency (KOICA) delegation to discuss on ILO-KOICA collaborative framework project held on 12 February, 2019 at VVG NLI, NOIDA

### 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 ‘59th Course on National Security and Strategic Studies’, National Defence College, New Delhi, February 25, 2019.
- Delivered lecture on the theme, ‘Understanding Transformations in the World of Work, to the Induction Training Programme of the Young Professionals, National Institute for Career Service, NOIDA, January 21, 2019.
- Panelist, Technical Session on ‘Understanding Labour Legislation for Effective IR’ at the 2<sup>nd</sup> Edition of the CII NR Industrial Relations Summit 2019 IR Capacity Building organised by Confederation of Indian Industry, New Delhi, February 28, 2019.

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

- Addressed the participants at the One-day Round-Table Consultation on Child Labour and Child Trafficking on February 15, 2019 organized by PRAYAS Institute of Juvenile Justice as a resource person at PRAYAS Institute of Juvenile Justice, New Delhi.
- Participated and provided inputs to the discussions, deliberations and the group discussion in the ‘Two-day Learning Event on Child Protection Data and Measurement’ during February 25 and 26, 2019 held at Hotel Metropolitan, Delhi.

#### Dr. Ellina Samantroy, Fellow

- Chaired a session in a National Consultation on ‘Universal Maternity Entitlements’ organized by Ambedkar University held on January 10, 2019 at Indian Social Institute, Lodi Road, New Delhi.
- Conducted a viva voce as an external examiner for award of the degree of Master of Philosophy (M.Phil) and Centre for Study of Social System, School of Social Sciences, Jawaharlal Nehru University on January 24, 2019 at JNU, New Delhi.
- Presented the issue paper prepared for the World Bank titled “Women in the Urban Economy and Employment” in a National Consultation held on January 31, 2019 at World Bank Lodhi Road Office, New Delhi.

- Delivered a lecture on ‘Gender and Labour Issues’ in a Refresher Course in Gender Studies organised by Centre for Professional Development in Higher Education (CPDHE), UGC-HRDC held on February 01, 2019 at Academic Research Centre Building, University of Delhi.
- Participated and prepared the report in a ‘National Stakeholder Consultation on the Future of Work’ organized by V.V.Giri National Labour Institute jointly with Ministry of Labour and Employment and the International Labour Organisation on February 08, 2019 at the V.V.Giri National Labour Institute, Noida

#### **Shri P. Amitav Khuntia, Associate Fellow**

- Participated in the ‘National Stakeholder Consultation on the Future of Work’ on February 08, 2019 organised by V.V. Giri National Labour Institute, Ministry of Labour and Employment and the International Labour Organisation.

#### **Dr. Otojit Kshetrimayum, Associate Fellow**

- Attended Performance Appraisal Board Meeting for Young Professionals under National Career Service Project chaired by Ms. Anuradha Prasad, Additional Secretary, Ministry of Labour & Employment on January 18, 2019 at Shram Shakti Bhawan, MOLE.
- Participated and presented a paper on ‘Dynamics of Employment and Social Reality of Nepalese Migrants in North East India: A Case Study of Meghalaya’ in the ‘Colloquium on Illegal Migration and National Register of Citizenship: Lessons from Northeast India’ organised by the Special Centre for the Study of North East India, Jawaharlal Nehru University on January 24-25, 2019 at JNU, New Delhi.
- Attended Performance Appraisal Board Meeting for Young Professionals under National Career Service Project chaired by Ms Anuradha Prasad, Additional Secretary, Ministry of Labour & Employment on January 31, 2019 at Shram Shakti Bhawan, MOLE.
- Conducted the viva-voce of the MPhil dissertation titled ‘Transgender Identities and Experience: A Case Study of the Nupi-Maanbis of Manipur’ that was evaluated by me for the Special Centre for the Study of North East India, School of Social Sciences, Jawaharlal Nehru University, New Delhi on February 6, 2019.
- Participated in the National Stakeholder Consultation of the Future of Work organised by International Labour Organisation, Ministry of Labour & Employment and VVG NLI on February 8, 2019.

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

- Panel speaker in an International Seminar on ‘Employment and Employability of Higher Education Graduates’ jointly organized by British Council and NIEPA and made a presentation on ‘Role of Universities in Creating a New Ecosystem to flourish Entrepreneurship & Innovation’ on February 20, 2019 at India Habitat Centre, New Delhi
- Published an article titled ‘Micro Credit, Rural Women Empowerment and Health: Perspectives on Kerala, *Manpower journal*, NILERD, Vol.L1, No.3.



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