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FROM THE DIRECTOR GENERAL'S DESK

Constitution and Labour

Constitution of India is the fundamental and supreme law of the country. Constitution provides the overall framework for the policy at the national level and also for various categories of laws including labour law. It also spells out the vision of the framers of the Constitution of India. As far as, labour is concerned, the Preamble to the Constitution and chapters of the Constitution dealing with Fundamental Rights and Directive Principles of the State Policy contain a number of provisions which directly or indirectly relate to labour. It is pertinent to mention in this context that in a large number of cases, the violation of several labour legislations also amounts to violation of various fundamental rights enshrined in chapter-III of the Constitution. Therefore, the knowledge of basic aspects of the Constitution is quite essential for all those concerned with labour.

The preamble to the Constitution of India lays special emphasis on aspects like socialistic pattern of society, democracy, justice, liberty, equality of status and opportunity, fraternity and human dignity so as to assure and ensure the unity and integrity of the Nation. It simply means that so long as all these ideals and expectations of the constitution makers, which in fact, also reflect the aspirations and expectations of large masses working in the organized and unorganized sector of economy (and serving the society and the nation as a whole) are not achieved, we cannot expect the ensuring of unity and integrity of the nation. Most of the above mentioned ideals can only be achieved when all those who are in the employable age group have an opportunity to work, (if possible the work of their choice), they are paid adequate remuneration for the work they do, their contribution is duly recognized and their conditions of work are just, reasonable and fair. It also means that the work which they do should give them chance to harness their full potential to express themselves and to make optimum use of their physical and mental abilities. The purpose of various labour laws both in isolation and unison is to achieve one or more of the above mentioned objectives. This in fact is the gist of the preamble.

As far as the various fundamental rights are concerned, four out of the total six fundamental rights, i.e. Right to Equality, Right to Freedom, Right to Life and Personal Liberty and Right against Exploitation can also not be realized without making available to all the citizens in the working age group an opportunity to work, ensuring decent wage, modicum of social recognition in the form of providing various social security measures and just and humane conditions of work. In addition to the number of provisions under the Chapter on Fundamental Rights, the provisions of Chapter IV of the Constitution dealing with the Directive Principles also contain a number of directives such as the directive relating to living wage, just and humane conditions of work, promulgating and promoting such policies which discourage the concentration of wealth in limited hands etc., are also of paramount importance as far as labour is concerned. Though the provisions contained in Chapter IV are non-justiciable, yet it has been held by the Hon'ble Supreme Court in a number of cases that they are fundamental in governance of the country.

Finally, it can be said that a proper understanding and sound knowledge of the basic aspects of the Constitution can be of immense help to all those working for the cause of labour in particular and national peace, prosperity and growth in general.



SPECIAL EVENTS

First International Conference of the Global Labour History Network March 3-4, 2017

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians and International Institute of Social History, Amsterdam organised the First International Conference on Global Labour History Network during March 03-04, 2017 at the V.V. Giri National Labour Institute. The Conference was attended by forty renowned scholars specialising in research and archiving on different dimensions of labour history. The Conference was organised with two central aims. First, to strengthen the network of institutions specializing in global labour history by exchanging information on research, the collection of data, the sharing and mobilization of knowledge, and the preservation of archives and other historical materials. The network will try to start the formation of collaborative transcontinental working groups on topics such as, free and unfree labour, gender, migration, colonial labour, trade unions, or other issues of wider relevance. Second, to discuss contemporary policy issues in emerging economies like India from a historical perspective (flexibilisation, robotisation). The conference will pay attention to different forms of labour, including both modern rural and industrial workers such as miners, factory operatives, agricultural workers and dockers, and domestic servants, caregivers, and unwaged labourers. The Conference was coordinated by **Dr. S.K. Sasikumar**, Senior Fellow, V.V. Giri National Labour Institute, **Dr. Prabhu Mohapatra** and **Dr. Rana Behal**, Association of Indian Labour Historians.



Workshop on Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 & Development of District-specific Action Plan for Jammu Division March 7-8, 2017

A Workshop on Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Development of District-specific Action Plan for Jammu division was conducted during March 7-8, 2017. The programme was organized jointly by V. V. Giri National Labour Institute, Department of Labour and Employment, Government of Jammu & Kashmir, UNICEF and National Development Foundation (NDF). The Workshop was attended by one hundred and three participants including officials from various Government Departments such as Labour Department, Police Department, Factories Department, Social Welfare Department, Department of Women and Child Development and scholars from different Departments of University of Jammu, organizations namely Red Cross Society, Childline, NCLP, WWF- India, ICPS, and other Civil Society Organizations. The objective of the programme was to bring awareness among the staff of the Labour Department and other stakeholders regarding Child Labour Act and its latest amendments. **Dr. Kingshuk Sarkar**, Fellow, was one of the main resource person and **Dr. Helen R. Sekar**, Senior Fellow, was the coordinator of the Workshop from VVGNI.



Sensitization Programme on Women Empowerment on the occasion of International Women's Day 2017 March 08, 2017

The V.V. Giri National Labour Institute organised a sensitization programme on the theme 'Women Empowerment' on the occasion of International Women's Day on March 08, 2017 at the Institute. The programme included a special lecture by Dr. Madhuri, Department of Hindi, Delhi Public School, Dwarka who sensitized the participants on the issue of women empowerment. The other events included poetry recitation and a one act play by the employees of the institute on the theme women empowerment. The programme was presided by **Dr. S.K. Sasikumar**, Senior Fellow, and jointly coordinated by **Shri B. S. Rawat**, Senior Hindi Translator and **Dr. Ellina Samantroy**, Associate Fellow from VVGNI. The programme was attended by all employees of the Institute.



Workshop on Labour Code on Social Security and Welfare for Trade Unions and CSOs working in the Informal Sector April 06, 2017

The Ministry of Labour & Employment and V.V. Giri National Labour Institute organised a workshop for representatives of trade unions and civil society organisations working in the informal sector, to discuss the Labour Code on Social Security and Welfare that has been prepared by the Ministry of Labour & Employment. The Workshop was organised at VVG NLI campus to receive suggestions/comments for improving the Code. Eighteen trade union and CSO representatives from different states participated in the workshop. **Shri Manish Kumar Gupta**, Director General, VVG NLI delivered the Opening Address and **Shri Rajit Punhani**, DGLW delivered the Inaugural Address. The Workshop was coordinated by **Dr. Ruma Ghosh**, Fellow VVG NLI.



Workshop on State of Child Workers in India with special reference to Bihar Mapping Trends April 12, 2017

State of Child Workers in India - Mapping Trends: A Study Dissemination Workshop with special reference to Bihar was organized by Government of Bihar in collaboration with UNICEF on April 12, 2017 at Patna, Bihar. The objective of the workshop was to disseminate the findings of the study in the context of Bihar thereby contributing to the policy decisions for developing Bihar State Action Plan on Child Labour. The workshop was inaugurated by **Shri Vijay Prakash**, Hon'ble Minister of Labour, Government of Bihar. A special address was delivered by **Shri Dipak Kumar Singh**, Principal Secretary, LRD, Government of Bihar and **Shri Gopal Meena**, Labour Commissioner, Bihar. **Dr. Helen R. Sekar**, Senior Fellow and **Dr. Ellina Samantroy**, Associate Fellow, were the resource persons from VVG NLI.



Workshop on Labour and Employment in North East India - Issues, Concerns and Challenges April 12, 2017

A workshop on 'Labour and Employment in North East India Issues: Concerns and Challenges' was organised by the Centre for North East India, V.V. Giri National Labour Institute in collaboration with the Department of Sociology, Maitreyi College, University of Delhi on April 12, 2017. The objectives of the workshop were: (i) to explore historical and cultural perspective of work; (ii) to understand the world of work and decent employment, issues of social security, migration, skill etc.; (iii) to make the participants acquainted with various labour and employment issues in India in general and North East India in particular; (iv) to encourage the participants to take up labour and employment issues as a research theme. A total of sixty two students from various disciplines of the college and faculty members participated in the workshop. The workshop was coordinated by **Dr. Rashi Bhargava**, Assistant Professor, Department of Sociology, Maitreyi College and **Dr. Otojit Kshetrimayum**, Associate Fellow, Coordinator, Centre for North East India, V.V. Giri National Labour Institute.



Workshop to Discuss Labour Code on Social Security and Welfare for Academics & International Experts April 13, 2017

Ministry of Labour & Employment, International Labour Organisation (ILO) and V.V. Giri National Labour Institute organised a workshop on Labour Code on Social Security and Welfare for academicians & international experts working in the area of

social security at India Habitat Centre, New Delhi. The workshop was attended by thirty two academicians and social security experts from ILO Geneva office. The Workshop was organised to receive suggestions/comments for improving the Code on Social Security and Welfare. The Welcome Address of the Workshop was delivered by **Shri Manish Kumar Gupta**, DG, VVGNI. **Ms. Panudda Boonpala**, Director, ILO delivered the Opening Remarks and **Smt. M. Sathiyavathy**, Secretary, Ministry of Labour & Employment delivered the Inaugural Address. **Ms. Divya Verma**, Programme Officer, ILO and **Dr. Ruma Ghosh**, Fellow VVGNI jointly coordinated the workshop.



Signing the Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVGNI) and Gujrat Institute of Development Research (GIDR), Ahmedabad April 27, 2017

The V.V. Giri National Labour Institute in collaboration with Gujarat Institute of Development Research (GIDR) organized a special event on April 27, 2017 for signing of the Memorandum of Understanding (MoU) between the two Institutions. The programme included a Special Lecture on 'Labour Use in Agriculture: A Revisit' by **Prof. R. Parthasarathy**, Director GIDR and the signing of the MoU by VVGNI and GIDR. **Dr. S.K. Sasikumar**, Senior Fellow while setting the context emphasized on the importance of MoUs and the way forward for future collaborative activities. **Shri Manish Kumar Gupta**, Director General, VVGNI delivered the special address and highlighted on the importance of the professional collaboration in promoting research, training and publications in areas related to labour and employment. The programme was attended by faculty members, officers and other employees of VVGNI, research scholars, rural educators and academicians from various other institutes. The programme concluded by the signing of MoU between VVGNI and GIDR. The programme was coordinated by **Dr. Ellina Samantroy**, Associate Fellow, VVGNI.



TRAINING PROGRAMMES

INDUSTRIAL RELATIONS PROGRAMME (IRP)

Empowering Trade Union Leaders

April 10-15, 2017

The above programme was conducted for Trade Union Leaders. The main objectives of the programme were: (i) to sharpen skill of leadership; (ii) to discuss the role of trade unions in emerging economic political scenario; (iii) to have knowledge about labour laws and recent changes in labour laws; (iv) to develop familiarity with the changes and trends in industrial relations. A total of seventeen participants attended the programme from different states. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Leadership Development Programme for Rural Trade Union Leaders

April 17-21, 2017

The programme was organised for the rural trade union leaders. The main 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 twenty seven participants from different states. **Dr. Ellina Samantroy**, Associate Fellow, was the Course Director of the programme.

Training of Trainers Programme for Rural Educators

April 24-28, 2017

The programme was organised for rural trade union activists from different part of the country. The objectives of the programme were: (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; (v) to sharpen the skills for communications, personal effectiveness and strengthening their trade unions. The programme was attended by twenty seven participants from different states. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Leadership Development Programme: Media Sector April 24-28, 2017

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

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Training Programme on Health Security & Protection of Workers March 06-24, 2017

The above training programme was organised under the auspices of the ITEC/SCAP scheme of the Ministry of External Affairs. The objectives of the programme were: (i) to understand the issue of health protection and promotion at workplace; (ii) to identify health risks and insecurities of workers in the context of globalisation and new forms of work; (iii) to understand the impact of changes in the health care system and health financing and its impact on workers in the informal sector without adequate health insurance. The programme was attended by thirty senior and middle level officers from twenty one countries - Afghanistan, Armenia, Botswana, Cameroon, Ethiopia, Ghana, Guatemala, Iraq, Kazakhstan, Kenya, Mauritius, Mozambique, Myanmar, Namibia, Niger, Palestine, Peru, Philippines, Russia, Tanzania and Turkey. **Dr. Ruma Ghosh**, Fellow was the Course Director.



Training Programme on Labour Administration and Employment for Officials of Royal Government of Bhutan April 10-19, 2017

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



NORTH-EASTERN STATES PROGRAMMES (NEP)

Strengthening awareness on Labour Issues and Laws pertaining to Women Workers April 17-21, 2017

The major objectives of the programme were: (i) to address and strengthen the understanding of gender issues in the labour market and to enhance the understanding of related laws; (ii) to provide information on the various developmental schemes. The programme was attended by eighteen participants from various organizations of North Eastern states. **Dr. Dhanya M. B.**, Associate Fellow, was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Research Methods in Gender and Labour Studies in collaboration with Tripura University, Agartala March 30-April 01, 2017

This training programme was designed for the faculty, research scholars, students and selected NGOs. The main objectives of the programme were: (i) to provide an overview of various theoretical perspectives on gender and labour research across various disciplines; (ii) to understand the various feminist methodologies and approaches in gender research; (iii) to identify emerging issues in gender and labour research in social sciences; (iv) to make the participants familiar with various qualitative and quantitative techniques in labour research. The programme was attended by thirty eight participants. **Dr. Ellina Samantroy**, Associate Fellow, was the Course Director of the training programme.



Awareness Generation and Sensitization Programme on Child Labour in collaboration with Tripura University, Agartala March 30-April 01, 2017

This programme was organized during March 30-April 01, 2017 at the Tripura University Campus. The objective of the programme was to generate awareness on the issue of child labour in general and particularly on the latest amendments in the Child Labour Act and on the issue of child labour in supply chains. The purpose was also to enhance the capacity and encourage the research scholars to undertake studies on various aspects of child labour and to sensitize different sections of population including cadres of trade unions, members and office bearers of Civil Society Organizations, Panchayati Raj Institutions. The programme was attended by sixty seven participants. **Dr. Kingshuk Sarkar** was one of the main resource persons. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.



IN-HOUSE TRAINING PROGRAMME (ITP)

Behavioural Skills for Managing Work Effectively for Class III Employees for RBI March 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 thirty participants. The delegates were from several 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 March 20-24, 2017

The above programme focused on enhancing behavioural skills among the participants, so that they can play an effective role for strengthening their organizations and work effectively. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint 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. The delegates were from Reserve Bank of India covering different states. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Induction Training Programme for Central Labour Service Officers March 27-May 05, 2017

The programme aimed 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 and other Labour Laws; (ii) to have an understanding of social security legislations and social welfare schemes; (iii) to develop an insight into the wage administration; (iv) to gather an understanding of labour administration as a whole. The programme was attended by twenty two participants belonging to CLS. **Dr. Kingshuk Sarkar**, Fellow, was the Course Director.



Capacity Building for Post Graduate Students of Jamia Millia Islamia April 3-7, 2017

This training programme on Capacity Building was organized for the Post Graduate Students of the Gender Studies Department, Sarojini Naidu Centre for Women's Studies, Jamia Millia Islamia, New Delhi. The training programme was attended by eighteen participants. **Dr. Shashi Bala**, Fellow, was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Shri Manish Kumar Gupta, Director General

- Delivered the Opening Address of the Workshop on Labour Code on Social Security and Welfare for Trade Unions and CSOs organised by Ministry of Labour & Employment and V.V. Giri National Labour Institute on April 06, 2017
- Delivered the Welcome Address of the Workshop on Labour Code on Social Security and Welfare for Academicians & International Experts organised by Ministry of Labour & Employment, International Labour Organisation and V.V. Giri National Labour Institute at India Habitat Centre on April 13, 2017

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 57th Course on National Security and Strategic Studies, National Defence College, New Delhi, March 7, 2017.
- Attended the 'Third Meeting of the G-20 Employment Working Group' under the German Presidency, Geneva, Switzerland, March 27-28, 2017.

Dr. Helen R. Sekar, Senior Fellow

- Invited by the Government of Karnataka to deliver a Special Lecture on 'Child Workers in India with special reference to Karnataka' in Bengaluru on April 25, 2017.
- Addressed students, members of various civil society organizations and other social partners from different states on the topic 'Situation of Working Children in India and Strategies for Combating Child Labour' in National Consultation on Child Labour organized by Campaign Against Child Labour (CACL) at National Bal Bhawan, New Delhi on April 29, 2017.

Dr. Ruma Ghosh, Fellow

- Participated in an event on 'Women at Work in Asia-Lessons for India's Low Female Labour force Participation' organized by Feminist Economist Saturday Discussion Group (FESDIG) and International Labour Organisation at India Habitat Centre, New Delhi on March 1, 2017.
- Presented a paper on "Women Labour in Colonial India" in the 'Annual Conference of the India International Society for Eighteenth-Century Studies (IISECS)' organized during March 6-7, 2017 at India International Centre, New Delhi.
- Delivered two lectures on Qualitative Methods and Techniques in a ICSSR sponsored one-week Orientation Programme on Social Science Research Methodology organised by Institute of Studies in Industrial Development (ISID) for research scholars and teachers on March 9, 2017.
- Delivered lecture on the theme 'Insecurities and Vulnerabilities of Workers in the Informal Economy and the Issue of Social Protection' in the Department of Sociology in Jamia Millia Islamia, New Delhi on March 21, 2017.
- Participated in the First BRICS Employment Working Group (EWG) Meeting under Chinese Presidency, April 19-20, 2017 at Yuxi, Yunnan, China.

Dr. Kingshuk Sarkar, Fellow

- Made two presentations on Implementation of Child Labour Prohibition & Regulation Act 1986 at a Workshop on Child Labour at Jammu organized by Labour Department, Jammu & Kashmir Govt. & UNICEF during March 7-8, 2017.
- Acted as a resource person in two Training Programme(s) on 'Research Methodology' and 'Combating Child Labour' conducted by VVGNI in collaboration with Department of Rural Development, Tripura University, Agartala during March 30 to April 1, 2017.
- Made a presentation on Implications of Child and Adolescent Workers Prohibition and Regulation Act 2016 at a Workshop on Child Rights organized by Centre for Child Rights, National University of Juridical Sciences, Kolkata on April 1, 2017.

Dr. Otojit Kshetrimayum, Associate Fellow

- Presented a paper on “North East Migrants in Delhi and other Cities: Some Reflections” in the National Seminar on ‘Borderland Migration, Neo-Liberal India, and Borderland Identity’ organised by the Centre for North East Studies and Policy Research, Jamia Millia Islamia, New Delhi on March 9, 2017.
- Presented a paper on ‘Society, Gender and Occupational Stratification: Understanding the Dynamics of Handloom Weaving in Manipur’ in the National Seminar on Society and Social Change in North East India organised by North East India Studies Programme, Jawaharlal Nehru University, New Delhi on March 10, 2017.
- Conducted a three-day Modular Workshop and delivered lectures on ‘Labour Markets in North East: Historical Explorations and Emerging Issues’ from March 16-18, 2017 at the Centre for Labour Studies and Social Protection, Tata Institute of Social Sciences, Guwahati Campus.
- Delivered lectures in the Workshop on ‘Labour and Employment in North East India: Issues, Concerns and Challenges’ jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Noida and the Department of Sociology, Maitreyi College, University of Delhi on April 12, 2017 at the Seminar Hall of Maitreyi College, New Delhi.
- Delivered lectures in the Workshop on ‘Labour and Employment Issues in North East India’ organised by IBSD Miranda House Centre for North East Studies, University of Delhi on April 18, 2017 at the Student Activity Centre, Miranda House, New Delhi.

Dr. Ellina Samantroy, Associate Fellow

- Participated in an event on ‘Women at Work in Asia Lessons for India’s Low Female Labour force Participation’ on March 1, 2017 organized by Feminist Economist Saturday Discussion Group (FESDIG) and International Labour Organisation (ILO) at India Habitat Centre, New Delhi.
- Invited as a Panelist on International Women’s Day to speak on the topic “Women at Work & SDGs- National & International Perspectives” on March 8, 2017 at the Indian Social Institute, New Delhi.
- Organised a special event on the theme, ‘Women Empowerment’ on the occasion of International Women’s Day on March 8, 2017 at V.V Giri National Labour Institute, Noida.
- Delivered a special lecture on “Employment Patterns of Women in India and their Concentration in the Informal Sector” on March 22, 2017 at Jesus and Mary College, University of Delhi.
- Invited as a Panelist in a ICSSR sponsored ‘Ten Days Research Methodology Course for Ph.D. students in Social Sciences’ on March 24, 2017 organised by Department of Geography, Jamia Millia Islamia, New Delhi
- Delivered two lectures titled “Research Methods in Gender and Labour Studies” and “Gender Dimensions of Child Labour” in two collaborative training programmes organized by VVGNI and Tripura University held from March 30 to April 1, 2017 at Tripura University, Agartala.
- Disseminated the findings of the study titled ‘State of Child Workers in India: Special Reference to Bihar Mapping Trends’ in a National Workshop organized by Labour Resource Department, Government of Bihar and UNICEF on April 12, 2017 at Patna, Bihar.
- Organised a Special Event to sign the Memorandum of Understanding (MoU) between V.V Giri National Labour Institute and Gujrat Institute of Development Research on April 27, 2017 at V.V. Giri National Labour Institute, Noida.



एक कदम स्वच्छता की ओर

“स्वच्छ भारत अभियान”

“MISSION SWACHH BHARAT”

It does not require money to be neat, clean and dignified.

Let us join hands to make Mission Swachh Bharat an iconic achievement through Jan Bhagidari

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

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