



# इन्द्रधनुष

# INDRADHANUSH

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Climate Change and Labour Migration in India: Challenges Ahead

Climate change has emerged as a threat to the ongoing efforts of the government in achieving the targets set under various Sustainable Development Goals (SDGs). Now, it has been recognized as a new challenge which affects the progress made through labour market policies and programmes to achieve the objective of providing full and productive employment and decent work for all in the country. SDG 8, sets target for the member countries to 'take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms'.

The process of out-migration of labour force in various forms is multi-dimensional which has direct linkages with the negative effects of extreme climatic events, such as drought, floods, severe weather conditions and incidence of poverty induced by a deteriorated access to the various productive assets and sustainable sources of livelihoods among the rural households. Difficult agro-climatic situations in general and its instability in particular, limits a particular section of the rural population to low earning occupations and processes, which in turn results in distress out-migration. Out-migration from the distressed rural areas, particularly in Uttarakhand, Uttar Pradesh, Odisha, Bihar, Telangana, Andhra Pradesh, Maharashtra along with several other states, has significantly altered the pattern of urbanization in the country. As part of the strategies to cope up with climate change, a large section of the rural labour force (or the 'climate migrants') has accommodated itself within the Indian cities. Also, rapid inflow of the labour force in these cities, particularly during the period of distress, has serious implications in the working and living conditions, risk of exploitation, modern slavery and trafficking. In India, specific laws exist to prevent migrant labour from exploitation at the workplace such as 'Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979' and 'Contract Labour (Regulation and Abolition) Act, 1970'. However, effective enforcement of these laws is a challenge for the labour administrators.

The International Labour Organisation (ILO) has identified certain countries which are very vulnerable to climate change including India. ILO has also tested approaches to explore mitigation strategies for the rural household to deal with the adverse impact of climate change through its 'Micro-Insurance Innovation Facility'.

In 2017, the Ministry of Housing and Urban Poverty Alleviation (MHUPA) in its 'Report of the Working Group on Migration', recognizes the problem of push-migration due to lack of livelihood options available locally in climatically distressed areas. In a recent initiative, the Labour Departments of Odisha and Andhra Pradesh, in cooperation with the Ministry of Labour and Employment, Government of India, have started a collaborative project titled 'Reducing Vulnerability to Bondage in India through Promotion of Decent Work' to prevent exploitation of labour in brick kiln industry who have migrated from rural areas to the fringes of urban areas in search of livelihood. Recently, the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) has also played an important role in rehabilitating distressed rural households, affected by the vagaries of climate by providing a total of 150 days of employment guarantee in a year.



## SPECIAL EVENTS

### Technical Consultation on the World Day against Child Labour (WDACL) (June 12, 2019)

A Technical Consultation on ‘Evolving Strategies to Achieve the Sustainable Development Goal, Target 8.7 and Elimination of Child Labour in India’ was organized by the V.V. Giri National Labour Institute, Ministry of Labour and Employment, Government of India, and the ILO on the occasion of the World Day against Child Labour (WDACL) 2019 on June 12, 2019, at the V.V. Giri National Labour Institute. The theme for WDACL, 2019 was ‘children shouldn’t work in fields, but on dreams’. It focused on the importance of ending child labour and calls for evolving strategies to end child labour with a lot of urgency uprooting the root causes involving multi-stakeholders. The Technical Consultation contributed towards improved understanding of ILO Conventions 138 and 182. Key strategies that can reinforce and inform policy and action to address child labour in India were discussed.

**Shri Heeralal Samariya**, Secretary, Ministry of Labour & Employment, in his inaugural address emphasized on the importance of implementation of the various acts and rules to eliminate the child labour. He said the ideal place for a child is school and not work. He added that the mindset of the parents has changed and every parent would like to send his child to the school and the society should encash on this mindset. **Ms. Kalpana Rajsinghot**,

Joint Secretary (Child Labour), Ministry of Labour & Employment, Government of India, highlighted about the various policy initiatives and schemes introduced by the Government of India, towards elimination of child labour. **Dr. H. Srinivas**, Director General in his welcome address set the tone for the Technical Consultation by highlighting that though poverty has been one of the important factors of the cause of child labour, change in the mindset and attitude of the society towards this problem, could go a long way in ameliorating the problem. **Ms Walter Dagmar**, Director, ILO Decent Work Team for South Asia and Country Office, New Delhi highlighted on ILO’s commitment for effective abolition of child labour and the need for continuous improvement and strengthening of education programmes for boys and girls. During the Technical Session, **Shri Insaf Nizam**, Child Specialist, ILO and **Dr. Helen Sekar**, Senior Fellow, V. V. Giri National Labour Institute shared various technicalities of the child labour problem.

The Consultation was attended forty two participants comprising of officials from the Ministries of Central Government, Departments of State Governments, International Organizations, Representatives of Civil Society Organizations, Workers Organizations, Academicians, and Employers’ Organizations. **Dr. Helen R. Sekar**, Senior Fellow, VVG NLI, was the coordinator of the event.

### National Workshop on Disaster Management (June 24-28, 2019)

V.V. Giri National Labour Institute in collaboration with National Institute of Disaster Management (NIDM) organised the National Workshop on Disaster Management at its campus in Noida. Twenty six officers from



Indian Administrative Service and State Administrative Services serving in various capacities as SDM, ADM, Tehsildar and also senior Officers from Ministry Labour and Employment, Mines Safety, Food Safety, Fire Safety, Agriculture and Education Departments participated in this Workshop. **Dr. H. Srinivas**, Director General, VVGNI highlighted the importance of first-of-its-kind collaborative initiative of two National institutions and the role of participants as major stakeholders while inaugurating the programme. In the valedictory session **Dr. Mrutyunjay Mohapatra**, the DG designate of Indian Meteorological Department (IMD) made a presentation on Early Warning System and Cyclone Management chaired by **Dr. H. Srinivas** DG, VVGNI.



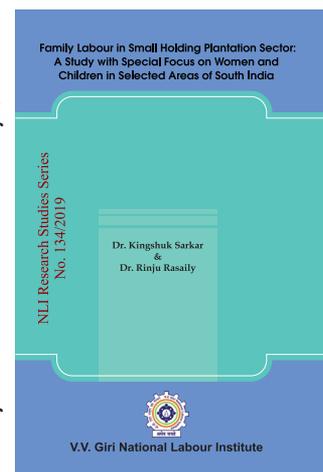
The major objectives of the programme were: (i) to develop better understanding about Disaster Risk Reduction and Resilience (DRR&R); (ii) to discuss various issues and solutions relating to work and livelihoods; (iii) to learn about the relevant act, policy, plan guidelines and SOPs on Disaster Management in the country; (iv) to know about the important international agreements and declarations on disaster risk reduction, climate change, urbanization and sustainable development; (v) to initiate activities on formulation of disaster management plan for their functional geographical regimes; (vi) to discuss the collaboration and strengthening mechanisms for effective implementation of disaster management and community based risk reduction related activities. **Dr. Surya Prakash**, Associate Professor, NIDM and **Mr. P. Amitav Khuntia**, Associate Fellow, VVGNI were Course Directors of the workshop.

## PUBLICATION

### Family Labour in Small Holding Plantation Sector: A Study with Special Focus on Women and Children in Selected Areas of South India NLI Research Studies Series No.134/2019

This study is contextualised among the small holding plantation sector in South India with special reference to the small tea growers in the Nilgiris, Tamil Nadu and the coffee growers of the Coorg district of Karnataka. The study seeks to explore the concept of family labour as elucidated through the engagement of the family in production of crops such as tea and coffee. Aspects of gender relations, dynamics within family and the field elucidate the nuances that are intertwined in understanding the economies of production. The small grower sector is emerging as a significant contributor to production of cash crops not just globally but in India also. It is within these changing structural realms of the industry, this study holds relevance since it examines the contemporary social and economic aspects that surmount the small growers.

One of the pressing concerns for the growers is on the one hand increasing costs of production and on the other shortage of labour as a factor of production. It is with this broad macro-economic context that this study examines the nature of arrangements of labour. Using variables such as wages, production and profits, labour and gender relations this study clearly illustrates that despite a clear engagement of women as family and unpaid labour, and a decline of children



in family labour due to various pro-active state policies; land ownership, memberships across associations are clearly dominated by the male growers. There is also a clear pattern that the present growers apart from working on their own farms are engaged in waged labour to supplement their household income. Importantly, there is also a tendency that the land use patterns are changing with the younger generation of farmers' children choosing to migrate out to nearby towns and cities for other employment opportunities.

Given such changing landscape it is imperative that a more extensive study across plantation crops and regions are required to be initiated by respective government organisations to highlight the trends and enable policy measures. This study will be of immense benefit to researchers, policy makers and activists working on the plantation sector in South India.

## TRAINING PROGRAMMES

### LABOUR ADMINISTRATIVE PROGRAMME (LAP)

#### Training Programme on Effective Labour Law Enforcement

(June 03-07, 2019)

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

### INDUSTRIAL RELATIONS PROGRAMMES(IRP)

#### Behavioural Skills for Developing Effective Leadership

(May 6-10, 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; and (v) to inculcate the skills for creative problem solving. The training programme was attended by twenty seven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### Fundamentals of Labour Laws

(May 27-31, 2019)

The key objectives of the programme were: (i) to acquire the knowledge of substantive as well as procedural contents of Industrial Relations Law; (ii) to have an understanding of Social Security legislations; (iii) to develop an insight into the Wage Law and (iv) to provide an understanding of the law relating Contract Labour. The programme was attended by twenty four participants representing middle level management and trade unions. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

#### Improving Organisational Culture for Maximising Productivity

(May 27-30, 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 five participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### Enhancing Work Proficiency of Trade Union Leaders

(June 10-13, 2019)

The specific objectives of the programme were: (i) to have familiarity with the changes and trends in industrial relations; (ii) to sharpen skills of leadership and managing finance; (iii) to discuss the role of trade unions

in emerging economic political scenario; (iv) to manage anger, time & stress. The training programme was attended by five participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Managing Work Effectively: A Behavioural Approach**

**(June 24–27, 2019)**

The specific objectives of the programme were: (i) to enhance effective leadership skills; (ii) to manage stress; (iii) to sharpen positive attitude; (iv) to acquaint with concept of emotional intelligence; (v) to foster skills of effective communication; and (vi) to strengthen consensus building. The training programme was attended by eleven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Leadership Development Programme for Women Employees**

**(June 24-26, 2019)**

The major objectives of the programme were to: (i) examine managerial style and increase self-awareness through leadership style; (ii) develop skills for negotiation, communication, leadership, interpersonal skills and time management; (iii) learn how to set priorities, how to control chaos in the workplace and make decisions under pressure; (iv) learn assertiveness techniques for survival and advancement and develop the best strategic planning process. The programme was attended by sixteen participants from NFL, ECIL, NAD, and BDL. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

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

### **Enhancing Competence of Youth Employability Skills**

**(May 06-10, 2019)**

The objectives of the programme were to (i) develop employability skills (ii) enhance personality, leadership and communication skills (iii) understand the world of work. The programme was attended by thirty-one post-graduate students from various universities/institutions including University of Hyderabad, Saurashtra University, Central University of South Bihar, Maharaja Sayajirao University of Baroda, Kurukshetra University, Jain Vishva Bharti Institute, University of Calicut etc. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

### **Training of Trainers Programme for Rural Educators**

**(May 13-17, 2019)**

The specific objectives of the programme were: (i) to develop understanding of rural society and economic relations; (ii) to discuss the issue of empowerment; (iii) to develop skills for enhancing leadership potential; (iv) to acquaint with labour laws for unorganized sector. The training programme was attended by eighteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

### **Training Programme on Wage Policy and Minimum Wages**

**(May 20-23, 2019)**

The objectives of the programme were to: (i) provide overview of wage policy and minimum wage system of India; (ii) strengthen evidence based minimum wage-fixing and adjustments process; (iii) share international standards and best practices on minimum wage systems, constraints and challenges and (iv) stimulate exchange of views and experiences among participants. The training programme was attended by thirty participants comprising of government officials and representatives of trade unions. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

### **Convergence and Partnership for Addressing Labour and Development Issues**

**(May 27-31, 2019)**

The major objectives of the programme were: (i) to understand the concept, features and importance of convergence and partnership; (ii) to discuss the various development programmes on livelihoods, capability enhancement,

improving quality of life, entitlements etc.; (iii) to discuss the issues and locate convergence and partnership of government agencies, social organisations with effectiveness; (iv) to enhance the capacity of participants to contribute constructively. The new programme in this training calendar year was attended by thirty senior officers from Central and State Governments, Representatives from Employers' Organisations, Trade Unions, Civil Societies, International Organisations, and Academicians. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

### **Training Programme on Transitioning from Informality to Formality (June 17-21, 2019)**

The objectives of the training programme were to: (i) provide an overview of the issues in the rural unorganized sector; (ii) create awareness on relevant labour legislations; (iii) understand the role of trade unions in establishing labour standards and promoting labour rights and (iv) build up capabilities for organizing labour in the rural unorganised sector. The training programme was attended by twenty five representatives of different national level trade unions. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

### **Leadership Development Programme for Rural Trade Union Leaders (June 17-21, 2019)**

The specific objectives of the programme were: (i) to provide an overview of the issues in the rural unorganised sector in India; (ii) to develop/sharpen skills of rural trade union leaders to understand, study and analyse rural society; (iii) to provide insights into dynamics of interpersonal and intergroup relationships; (iv) to discuss various issues and aspects related to organisation building; (v) to create an awareness about legal rights and provisions; (vi) to create an awareness about various social protection and employment policies; and (vii) to make the participants aware about the emerging techniques of organizing rural workers. The programme was attended by forty two participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

## **NORTH-EASTERN STATES PROGRAMMES (NEP)**

### **Gender Issues in Labour: A Behavioural Approach for North Eastern States (May 13-17, 2019)**

The specific objectives of the programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to enhance the capacity of the participants so that they could tackle the gender based injustice; (iii) to orient the participants on laws pertaining to workers labour; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about the gender discrimination in the world of work. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Fundamental of Labour Laws for Trade Union Leaders and NGOs (May 13-17, 2019)**

The objectives of the programme are: (i) to understand the various provisions provided in labour laws related to industrial relations, wages, social security and occupational health and safety; (ii) to examine the implementation and coverage of various labour laws; and (iii) to understand the roles of various stakeholders for effective implementation of labour laws. The programme was attended by forty two participants from the North Eastern States of India. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director of the programme.

### **Gender, Work and Social Protection for North Eastern States (June 03-07, 2019)**

The specific objectives of the programme were: (i) to develop a conceptual understanding about gender, work and social protection; (ii) to sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc. and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (iii) to understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iv) to address the issues of women's unpaid work care work and other domestic responsibilities in informing policies on social protection; (v) to

understand the different social protection programmes/schemes and good practices that promote employment both at national and international levels; (vi) to enable the participants to develop an understanding about the role of social protection in ensuring gender equality and agency building of women through a rights-based approach. The programme was attended by forty six participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

## **INTERNATIONAL TRAINING PROGRAMMES (ITP)**

### **Promotion of Youth Employment in Fragile Settings (May 7-10, 2019)**

The programme was jointly co-ordinated by the V.V. Giri National Labour Institute (Ministry of Labour and Employment) and the International Training Centre (ITC-ILO) of the International Labour Organization (ILO) Turin, Italy and was held in New Delhi. The programme was designed to promote employment and decent work for peace and resilience, and focused on specific policy areas and practical tools for promotion of youth employment in situations of disaster and conflict. The main objectives of the programme were: (i) to gain a better understanding of labour market challenges in countries affected by fragility, conflicts and disasters; (ii) to provide an exposure to the ILO's normative and operational response including the recently endorsed Recommendation No. 205 on "Employment and decent work for peace and resilience", guiding principles on the access of refugees and other forcibly displaced persons to the labour market and the Flagship Programme on 'Jobs for Peace and Resilience'; (iii) to provide an exposure to effective strategies to promote youth employment programmes for peace and resilience building, through real life examples and stories from the field; (iv) gain access to tools and methodologies to promote employment and decent work for youth in fragile, conflict and disaster situations. The programme was attended by thirty participants from Afghanistan and India. **Dr Ellina Samantroy**, Fellow, VVGNI and **Mr. Joel Alcoccer** from ITC-ILO, Turin were the course co-ordinators.



### **Strengthening the Capacity of TVET in Afghanistan (May 12-15, 2019)**

The programme was jointly co-ordinated by the V.V. Giri National Labour Institute (Ministry of Labour and Employment) and the International Training Centre (ITC-ILO) of the International Labour Organization (ILO) Turin, Italy and was held in New Delhi. The programme was designed to promote key strategy learning from South-South cooperation. Countries that are experiencing fragility and developing countries can learn a lot from each other, since they understand the unique challenges of fragile contexts. The main objectives of the programme were (i) to gain a better understanding of how to manage sustainable TVETs (Technical Vocational Education and Training); (ii) to get an exposure to different managerial models on TVETs; (iii) to provide exposure to different experiences on how to provide high quality services and; (iv) to provide an understanding on different tools and methodologies on



TVET. The programme was attended by twelve management and technical staff of Technical and Vocational Education and Training Centres operating in Afghanistan, directly involved in the management of the Centres and in the delivery of services operating in Kabul and Mazari Sharif. **Dr. Ellina Samantroy**, Fellow, VVG NLI and **Joel Alcoccer** from ITC-ILO, Tuirn were the course co-ordinators.

## COLLABORATIVE TRAINING PROGRAMMES (CTP)

### Gender, Work and Development (May 6-10, 2019)

V.V. Giri National Labour Institute in collaboration with Department of Women's Studies, Goa University organised a five days training workshop on Gender, Work and Development at Goa. This was a new programme and first collaboration with Goa University. The programme aimed to make the participants understand linkages between Gender, Work and Development, identifying issues and sensitise them against gender discrimination related to work and enrich the knowledge of participants with gender sensitive policies, programmes and good practices towards addressing the issues.



Thirty five university students, faculties, representatives of civil societies, labour officers, and lawyers participated in this programme. **Professor Varun Sahni**, Vice Chancellor, Goa University and **Shri Jayant G. Tari**, Labour Commissioner, Goa appreciated the initiative. The programme was coordinated by **Professor Shaila Desouza** and **Dr. Mamta Kumari**, Assistant Professor of Department of Women's Studies. **Mr. P. Amitav Khuntia**, Associate Fellow of VVG NLI was the Course Director.

### Managing Livelihood and Social Protection in the North East (June 10-14, 2019)

Five-day training workshop on “Managing Livelihood and Social Protection in the North East” was jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Department of Tribal Studies, Indira Gandhi National Tribal University-Regional Campus Manipur, Imphal and Dhanamanjuri Community College, Imphal at the Conference Hall, Dhanamanjuri Community College, Imphal. It was inaugurated by **Shri W. Malemnganba Chenglei**, IAS, Director, University and Higher Education, Govt. of Manipur. The aim of the workshop was to familiarize the participants with the social protection programmes



and to develop techniques and strategies for initiating micro-level livelihood programmes. The objectives were: (i) to acquaint participants with concepts of social protection; (ii) to familiarize participants with the social protection programmes and micro level experiments in the country in general and the state in particular; (iii) to understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood; (iv) to discuss the role of government, trade unions and community leaders for initiating rural livelihood

protection programmes in the region. Seventy delegates representing teachers, trade unions, NGOs and research scholars participated in the workshop. **Dr. N. Surjitkumar**, IGNTU-RCM, **Dr. Rahejuddin Sheikh**, DMCC and **Dr. Otojit Kshetrimayum**, Associate Fellow, VVGNLI were the Course Directors.

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

### **Induction Training Programme for Social Security Officers of ESIC**

**(May 6-18, 2019)**

The institute as a part of the agreement with the Employee State Insurance Corporation (ESIC) is conducting a series of induction training programme for newly recruited Social Security Officers (SSOs). The objectives of the training programme was to: (a) instill a sense of belongingness to the employers i.e. ESIC; (b) understand the international and national framework of social security and the role of ESIC in the overall framework; (c) outline the vision roadmap of ESIC and provide overview of various provisions of the ESI Act, 1948 and its enabling rules, regulations and instructions issued from time to time; (d) build capacity on general office procedure, noting and drafting, GFR, e-governance, impartation of soft skills, public grievance redressal mechanism, vigilance matter, sensitization towards weaker sections of society etc, to equip and ready them with requisite information to handle official work at the operative and supervisory levels. The training programme was attended by fifty five Social Security Officers of ESIC. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

### **Induction Training Programme for Social Security Officers of ESIC**

**(May 20 – June 01, 2019)**

The objectives of the training programme was to: (a) instill a sense of belongingness to the employers i.e. ESIC; (b) understand the international and national framework of social security and the role of ESIC in the overall framework; (c) outline the vision roadmap of ESIC and provide overview of various provisions of the ESI Act, 1948 and its enabling rules, regulations and instructions issued from time to time; (d) build capacity on general office procedure, noting and drafting, GFR, e-governance, impartation of soft skills, public grievance redressal mechanism, vigilance matter, sensitization towards weaker sections of society etc, to equip and ready them with requisite information to handle official work at the operative and supervisory levels. The training programme was attended by fifty nine Social Security Officers of ESIC. **Dr. Anoop K. Satpathy**, Fellow was the Course Director.

### **Induction Training Programme for Social Security Officers of ESIC**

**(June 03-15, 2019)**

The key objective of the programme was to impart job-specific training to the SSOs and enhance their behavioural as well as technical skills. Apart from the know-how about functioning of the ESIC along with various roles and responsibilities of a Social Security Officers. The participants also had an opportunity to learn about the ongoing projects and schemes of the ESIC. The programme was jointly coordinated by **Dr. Anoop Kumar Satpathy**, Fellow and **Dr. Manoj Jatav**, Associate Fellow. The programme was attended by fifty nine Social Security Officers of ESIC.

### **Induction Training Programme for Social Security Officers of ESIC**

**(June 17-29, 2019)**

The key objective of the programmes was to impart job-specific training to the SSOs and enhance their behavioural as well as technical skills. Apart from the know-how about functioning of the ESIC along with various roles and responsibilities of a Social Security Officer. The participants also had an opportunity to learn about the ongoing projects and schemes of the ESIC. The programme was jointly coordinated by **Dr. Ramya Ranjan Patel**, Associate Fellow and **Dr. Manoj Jatav**, Associate Fellow. The programme was attended by fifty nine Social Security Officers of ESIC.

## OTHER PROFESSIONAL ENGAGEMENTS

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

- Addressed the participants in the inaugural session of the Training Programme on ‘Promotion of Youth Employment in Fragile Settings’ on May 7, 2019 organized by VVGnLI and ITC – ILO from May 07-10, 2019 at Hotel Taj Man Singh, New Delhi
- The institute organized Swachhta Pakhwada from 1-15 May, 2019. The Director General administered the ‘Swachhta Pledge’ to all the faculty members, officers and employees of the institute who participated in the Swachhata Pakhwada and undertook activities to maintain the campus clean, keep the garden areas green and sustain this mission. Tree plantation activities were also carried out in the campus.
- Addressed the participants of the Training Programme on ‘Strengthening the Capacity of Technical & Vocational Education and Training (TVET)’ in Afghanistan on May 13, 2019 organized by VVGnLI and ITC – ILO from May 12-15, 2019 at Hotel Taj Mahal, New Delhi
- Participated in the presentation on ‘Child Labour: Problems and Policy Response’ made by Dr. Helen R. Sekar, Senior Fellow on May 24, 2019 at the Ministry of Labour & Employment, New Delhi.
- Attended the meeting on exploring area of collaboration among research institutions and UN Custodian Agencies on Sustainable Development Goals (SDGs) data related matters on May 29, 2019 held under the Chairmanship of Chief Statistician of India and Secretary, MoS & PI at New Delhi.
- Addressed the participants of the Technical Consultation on the occasion of World Day Against Child Labour (WDACL) 2019 in a ‘Technical Consultation on the Theme of Children shouldn’t Work in Fields, but on Dreams’ which was inaugurated by Shri Heeralal Samariya, Secretary, Ministry of Labour & Employment and Chairperson, Executive Council on June 12, 2019 jointly organized by VVGnLI & the ILO.
- Participated in the Pre-Budget consultation with different stakeholder groups in connection with the Union Budget, 2019-20 on June 15, 2019 – Hon’ble Finance Minister’s meeting with trade union representatives at North Block, New Delhi
- The institute celebrated the 5th International Yoga Day on June 21, 2019. It was attended by the participants of different training programmes and the staff members of the Institute. On this occasion, Dr. H. Srinivas, Director General of the institute emphasized on the importance of Yoga in every one’s life and requested the participants to make it a part of their lives and practice it daily.

### Professional Engagements of Faculty Members

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

- Delivered Lecture on the theme, ‘Employment Policies to Promote Youth Employment in Fragile Settings’ at the ITC, Turin-VVGnLI ‘Training Programme on Promotion of Youth Employment in Fragile Settings’ VVGnLI, May 07-10, 2019.
- Discussant, Technical Session on ‘Regional Pattern of Employment and Migration at the National Conference on Growth and Regional Development in India: Recent Experiences and Emerging’ organized by Institute for Human Development, India International Centre, New Delhi, May 13-15, 2019.
- Delivered Lecture on the theme, ‘An Overview of Labour Statistics, to the Training of Trainers Programme on Official Statistics for HOD’s/Faculty of Department of Statistics of Indian Universities’, National Statistical Systems Training Academy, Ministry of Statistics and Programme Implementation, Government of India, Greater NOIDA on May 29, 2019.
- Delivered Lecture on the theme, ‘Labour Statistics in India, with focus on Employment and Unemployment to the Training Programme for Students of Indian Universities’, National Statistical Systems Training

Academy, Ministry of Statistics and Programme Implementation, Government of India, Greater NOIDA on June 12, 2019.

- Delivered Lecture on the theme, 'Understanding Transformation in the World of Work to the Integrated/ Induction Training Programme for Employment Officers', National Institute for Career Service, NOIDA on June 19, 2019.

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

- Participated in the second Advisory Group Meeting on May 6, 2019 at Children's Investment Fund Foundation (CIFF) Office at Delhi.
- Presentation on 'Child Labour: Reality and Policy Options' at the Ministry of Labour & Employment on May 24, 2019. Attended by Officials from Ministry of Women and Child Development, Ministry of Home Affairs, Ministry of Rural Development, Ministry of Health and Family Welfare and other Central Ministries, this presentation was made under the Chairmanship of Secretary (Labour & Employment).
- Participated in the meeting of the Ministry of Labour & Employment to plan for conducting the Technical Consultation on Evolving Strategies to Achieve the Sustainable Development Goals, Target 8.7 and Elimination of Child Labour in India on May 27, 2019.
- Participated in a meeting to review the progress and preparation of the Event on World Day against Child Labour, to be organized at the VVG NLI on June 6, 2019 at the Ministry of Labour & Employment, New Delhi.
- Participated in a meeting of the Core Group on Bonded and Migrant Labour on June 7, 2019 at the Manav Adhikar Bhawan, New Delhi. This Open-house discussion was organized by the National Human Rights Commission (NHRC).
- Made a presentation on 'Government Initiatives and Interventions on Child Labour: Legislative and Policy Perspective' in the Technical Consultation on World Day Against Child Labour held on June 12, 2019 at the V.V. Giri National Labour Institute, Noida.

#### **Dr Anoop Satapathy**

- Attended an interaction on Minimum Wage organized by CII National Committee on Industrial Relation on 31st May 2019
- Attended a brainstorming session on Skills Development organized by Research and Information System for Developing Countries (RIS), New Delhi chaired by Hon'ble Minister (I/C) Shri Hardeep Singh Puri, Ministry of Housing and Urban Affairs, Ministry of Civil Aviation and Minister of State Commerce and Industry on June 17, 17, 2019.

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

- Panelist in a session titled 'Women Empowerment and Enterprise Promotion' organized in the VVG NLI & ITC-ILO, Turin International Training Programme on 'Promotion of Youth Employment in Fragile Settings' held on May 7, 2019 at the V.V.Giri National Labour Institute.
- Panelist in a session titled 'Women Empowerment and Enterprise Promotion' organized in the VVG NLI & ITC-ILO, Turin International Training Programme on Strengthening the Capacity of TVET in Afghanistan held on May 13, 2019 at the V.V.Giri National Labour Institute.
- Presented a paper on 'Women and Employment in the Urban Economy' in a research workshop on Building Research Collaboration with India and Kyrgyzstan to explore the role of Universities in developing skills

for smart cities organised by School of Education, University of Glasgow held during May 27-29, 2019 at University of Glasgow, Scotland, U.K.

- Participated in the Technical Consultation on World Day Against Child Labour held on June 12, 2019 at the V.V. Giri National Labour Institute, Noida.
- Co-ordinated an event organized on the occasion of the 5th International Yoga Day held on June 21, 2019 at the V.V.Giri National Labour Institute.

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

- Presented a paper on ‘Skill Development and Entrepreneurship in the Tourism Sector in North East India’ in the ‘National Conference on Skill Development Among the Youth of North East India’ jointly organised by the Department of Tribal Studies, Indira Gandhi National Tribal University-Regional Campus Manipur, Imphal and Rajiv Gandhi National Institute of Youth Development, Tamil Nadu at the Conference Hall, IGNTU-RCM, Imphal on May 2-3, 2019.
- Conducted Viva for MPhil Dissertation on ‘Politics of Ethnicity and Identity Formation: A Study of the Sherpas of Sikkim’ of the Centre for the Study of Social Systems, Jawaharlal Nehru University, New Delhi on May 8, 2019.

#### **Dr. Dhanya MB, Associate Fellow**

- Delivered a lecture on the theme ‘Entrepreneurship in India- Significance, Trends & challenges’ in the Induction Training Programme for the State Employment Service Officers at the National Institute for Career Service (NICS), Sector 62, Noida on June 19, 2019.
- Participated in the four days ITC-ILO Training Programme on ‘Promotion of Youth Employment in Fragile Settings’ during May 7-10, 2019 at Taj Mahal Hotel, New Delhi.



एक कदम स्वच्छता की ओर

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