



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Women and the Future of Work in G20

The World Employment and Social Outlook Report of the International Labour Organisation (ILO) in 2023 reported that the global labour force participation rate for women stood at 47.4 per cent in 2022 as compared with 72.3 per cent for men with a gap of 24.9 percentage points. Over the years, the G 20 summits and other collective agreements have tried to address the issue of labour market inequalities through several commonly agreed policy initiatives. Further, the onslaught of digital technology and technological transformation have led to unprecedented changes in the world of work leading to the rise in new forms of employment, digitisation, gig economy, skill challenges and inequalities that disproportionately affect different sections of workers including women workers. Alongside the issue of reducing the gender gap in labour market participation, the G20 countries also identified the need to address the challenges due to digitisation, automation, globalisation, etc. and the need to focus on new skills, new forms of work, promotion of innovative institutional frameworks for building an inclusive future of work. The G20 Argentina summit in 2018 recognised the need to address the future of work as a shared priority to achieve fair and sustainable development. The recently concluded G20 Summit in India, 2023 and the New Delhi Leaders Declaration have reaffirmed India's commitment towards enhancing women's full, equal, effective and meaningful participation as decision-makers and promoting access to digital technologies for preparing women for the future of work scenario.

The ILO's Global Commission on Future of Work 2019 reiterated the need to seize the opportunities presented by the transformative changes to deliver economic security, equal opportunity and social justice. The human-centred agenda of the future of work emphasises broader dimensions of development and progress in living standards, including the rights and enabling environment that widen people's opportunities and improve their well-being. The future of work scenario geared by technological transformation necessitates the need to revisit the employment promotion strategies in nations, particularly the availability of opportunities for skilling and upskilling to help women workers adapt to the changing labour market. For promoting decent work and advancement of gender equality, it is imperative to invest in the skills of young women and provide them adequate access to such opportunities. G20 countries' commitments to balanced and equitable growth also necessitate the need to provide better and higher skills to both men and women to help them enter the labour market and reducing the gender gaps in the labour market.

One of the prominent policy imperatives to prepare the younger generation for the future of work would be to promote women's access to education, skills and training. It is evident in several G20 countries that in spite of better educational attainment of women and girls, several invisible barriers restrict them from sustaining in long term educational programmes and entering the labour market. It is also important to address the situation of youth not in employment, education or training (NEET) where several G20 countries have reported greater share of women in the NEET category. The G20 deliberations provide enough directions to nations to work collectively towards addressing women's transitions to the future of work. Digital jobs, green jobs, care sector, gig and platform work are some of the sectors that would require employment protection, skilling and access to social security.

Further, the increasing demand for jobs in science and technology as envisioned in the future of work, requires promotion of STEM (Science, Technology, Engineering and Mathematics) fields. The Vigyan Jyoti Programme, 2019 launched by The Department of Science and Technology, Government of India aims to promote STEM learning for girl students (from grades 9 to 12) and inspires them towards STEM careers especially from the top colleges in the areas where girls are underrepresented. Such initiatives can contribute immensely in preparing women to find greater remunerative opportunities as STEM skills are in demand for employers in the changing world of work. India's G20 Presidency provides an important opportunity for G20 countries to deliberate further on innovative solutions for promoting women's employment in the future of work.



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PUBLICATION

Analysis of State Rules viz-a-viz Central Rules under various Labour Codes NLI Research Studies Series No. 158/2023

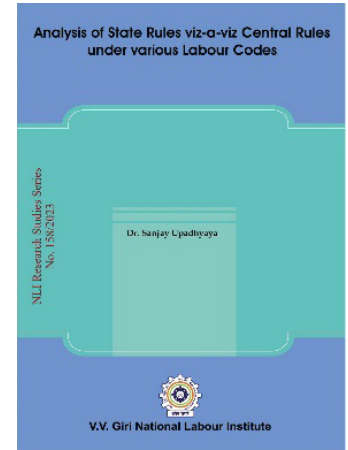
Labour law seeks to cater to the needs of industry and the workers which keep on changing, the law also needs to be amended, reviewed and rationalized accordingly. As per the scheme of the Indian Constitution, labour being in the 'Concurrent list' this exercise can be carried out by both, the Central as well as the State Governments. Accordingly, a number of amendments have been carried out both by Parliament and various State Legislatures in many Labour Legislations in the past.

However, a number of studies and the prevailing realities revealed that many of these laws have failed in benefiting both the workers and the employers. A substantial proportion of workers, especially those engaged in the informal sector felt deprived of most of their basic labour rights and social security entitlements provided under various labour legislations. Some of the important reasons responsible for the same included: various kinds of ceilings under the existing labour legislations; highly legalistic language, the obsolete nature of many of these laws and the non-deterrent nature of the penalties provided for various violations.

Taking into account the above and recognizing the long-felt need of industry and the workers and in order to duly meet the changing requirements of the employers (in terms of flexibility) and workers (in terms of core labour rights and social security) the present government initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of a large number of existing labour legislations in 4 major Labour Codes by way of amalgamation and rationalization of the core features of total number of existing labour legislations in these codes.

These codes contain the substantive provisions concerning the various aspects covered therein. As regards, the procedural aspects, the same are taken care of by the rules concerning these laws. The exercise of framing of these rules by the central government has already been carried out. Similar exercise has also been carried by most of the states by way of drafting of the state rules as per their state specific local requirements. However, there should not be too much of divergence in these rules so as to go against the fundamentals and ethos of the codes and the rules need to be analysed and modified accordingly. For the purpose of venturing into this exercise there was a need to make an analytical assessment of these rules with a holistic view for the purpose of offering suggestions to various State Governments for their consideration in making further amendments in the draft rules. In this background and as per the behest of the Ministry of Labour & Employment the present study was undertaken by the Institute.

The study is an important contribution in the area of labour legislations and shall be useful for various stakeholders concerned with labour studies.



TRAINING PROGRAMMES

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Labour Laws and Labour Codes for Power Sector PSUs (November 20-24, 2023)

The key objectives of the programme were to: (i) provide an understanding of the need and context of labour laws and labour codes; (ii) provide an understanding of the human rights and constitutional framework of various labour codes and (iii) discuss the broad scheme and key features of various labour codes. The programme was attended by 18 participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Capacity Building Programme on Labour Force Data (November 02-04, 2023)

The key objectives of the programme were to: (i) enhance data-handling skills among stakeholders engaged in labour research and (ii) provide hands-on skills to the stakeholders in data management and quantitative survey method. The programme was attended by 17 participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Pension Schemes for the Organized and Unorganized Workers (November 07-09, 2023)

The key objectives of the programme were to: (i) provide an insight into the international standards and policy trends on old age security; (ii) share good practices and lessons learnt relating to the implementation of the pension programmes; (iii) share an overview of the different pension schemes for workers in the unorganised sector in India and (iv) develop detailed understanding on the Pension Schemes of EPFO and the New Pension System. The programme was attended by 20 participants. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

Emerging Perspectives on Gender, International Labour Standards and Labour Codes in India (November 20-24, 2023)

The key objectives of the programme were to: (i) provide an overview of labour codes, gender and the labour market; (ii) analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security etc.; (iii) 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) sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace; (v) understand the various international labour standards/international instruments and good practices on gender equality and (vi) 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 10 participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Shram Saptaha Poshan Panchayats: Awareness Programme on Different Schemes of Ministry of Labour and Employment, Government of India (November 21-23, 2023)

The key objectives of the programme were to provide awareness about: (i) National Career Services (NCS); (ii) E-Shram; (iii) Universal Account Number UAN; (iv) Pradhan Mantri Shram Yogi MaanDhan (PM- SYM); (v) Atmanirbhar Bharat Rojgar Yojna (ABRY); (vi) Central Sector Scheme for Rehabilitation of Bonded Labour; (vii) PENCiL e Portal; (viii) Shram Suvidha Portal and (ix) Software Application for Monitoring, Disposal and Handling of Industrial Disputes (SAMADHAN PORTAL). The programme was attended by 12 participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Gender and Entrepreneurship Together (GET Ahead) (November 28-December 01, 2023)

The key objectives of the programme were to: (i) support women entrepreneurs through the GET Ahead programme; (ii) integrate peer learning exchanges, hands-on activities, and awareness raising on how gender dynamics can influence business development and leadership; (iii) learn business ideas, financial cycle,

pricing, setting goals and managing risk and (iv) learn leadership qualities for successful entrepreneurs. The programme was attended by 27 participants. The certificate was awarded jointly by the ILO and the V V Giri National Labour Institute. **Dr. Dhanya M B**, Fellow was the Course Director.

Convergence and Partnership for Addressing Labour and Development Issues (December 27-29, 2023)

The key objectives of the programme were to: (i) understand the concept, features and importance of convergence and partnership; (ii) discuss the various development programmes on livelihoods, capability enhancement, improving quality of life, entitlements etc; (iii) discuss the issues and locate convergence and partnership of government agencies, social organisations with effectiveness and (iv) enhance the capacity of participants to contribute constructively. The programme was attended by 24 participants. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders (Online) (November 28-December 01, 2023)

The key objectives of the programme were to: (i) strengthen knowledge and skills for Identification of bonded labour and child labour; (ii) understand new forms of bonded labour and ways to tackle it; (iii) impart knowledge on Standard Operating Procedures (SOP) for identification and rescue of child labour, bonded labour and prosecution of offender; (iv) understand the linkage between human trafficking and bonded labour; (v) discuss the importance of effective and timely rehabilitation during the critical crisis period after a bonded labour is rescued and (vi) understand the role of statutory and law enforcement bodies from identification to immediate rehabilitation. The programme was attended by 105 participants. **Dr. Manoj Jatav**, Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Skill Development of Women for Employability and Entrepreneurship (November 28-December 01, 2023)

The key objectives of the programme were to: (i) situate the importance of skill development in enhancing the employability, entrepreneurship of women in NER; (ii) familiarize the participants with skill development avenues and initiatives; (iii) discuss appropriate strategies and effectiveness of skill development in the informal sector occupations and (iv) enable participants to be effective in demonstrating leadership role. The programme was attended by 28 participants. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

INHOUSE TRAINING PROGRAMME

Administrative Training for Deputy Directors of ESIC (November 28 - December 14, 2023)

The key objectives of the programme were to: (i) provide an understanding of the International and National framework and schemes pertaining to social security; (ii) provide an understanding with regard to the basic rules and regulations for discharging role as head of office and DDO; (iii) discuss the broad scheme and key features of the ESI Act, 1948 and the Code on Occupational Safety, Health and Working Condition, 2020 and the draft central rules; (iv) discuss the best practices in the area of Social Security in various countries in the world and (v) discuss the key challenges in delivery of various social security benefits and the ways and means to overcome the same. The programme was attended by 35 participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Training Programme on the Administration of Civilian Personnel (Navy) (November 20-24, 2023)

The key objectives of the programme were to: (i) understand naval structure and protocols; (ii) learn about legal and ethical compliance; (iii) strengthen administration skills for Conflict Resolution and Human Resource Management and (iv) strengthen communication skills for incorporating workplace diversity and inclusion. The programme was attended by 31 participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training on Establishment, Accounts & Administration for DGMS Officials (December 04-15, 2023)

The key objectives of the programme were to: (i) acquaint the participants with different rules and regulations about the management and administration of office and (ii) strengthen behavioral skills. The programme was attended by 28 participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Mandatory Training Programme for Promotion from Junior Engineer (Electrical) to Assistant Engineer (Electrical) of ESIC (December 06-21, 2023)

The key objectives of the programme were to: (i) provide an understanding of fundamental concepts of the work procedure and information technology; (ii) educate about job-specific knowledge, professional development, estimating and costing; (iii) deepen the understanding regarding the safety, compliance and rudiments of contract management; (iv) improve communication skills, teamwork and ethical and professional conduct; (v) understand project management and performance improvement; technical control of hospital, educational, administrative & residential buildings and (vi) understand installation, operation and maintenance of electrical and mechanical equipment. The programme was attended by 30 participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training Programme on Establishment Rules, DPCs, Preparation & Maintenance of Rosters (December 18-22, 2023)

The key objectives of the programme were to: (i) understand legal, regulatory and establishment rules proficiency; (ii) provide knowledge pertaining to effective documentation, rights and obligations clarity; (iii) learn about DPC competency and conflict resolution skills and (iv) understand process of preparation and maintenance of rosters. The programme was attended by 29 participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



THEMATIC TRAINING PROGRAMME (TTP)

One Day Thematic Workshop on How to Prepare Reply of RTI Queries (Online) (December 20, 2023)

The key objectives of the programme were to: (i) gain insights into the legal framework of the RTI Act and its implications for public authorities and citizens; (ii) enhance skills in replying RTI requests, ensuring compliance and maintaining records and (iii) understand the role of the RTI Act in promoting participatory democracy and informed decision-making. The programme was attended by 47 participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Training Programme on Occupational Safety and Health (Online) (December 21-22, 2023)

The key objectives of the programme were to: (i) increase awareness of common workplace hazards; (ii) familiarize participants with the international regulations, standards, and guidelines on occupational safety and health; (iii) equip participants with hazard management strategies at the workplace. The programme was attended by 24 participants. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

Training Programme on How to Conduct Research (Online) (December 26-27, 2023)

The key objectives of the programme were to: (i) define research and its significance in various domains; (ii) differentiate between qualitative and quantitative research approaches; (iii) identify the types of research studies and their purposes; (iv) formulate research questions and hypotheses; (v) make research design and methodology; (vi) explore various data collection methods, such as surveys, interviews, experiments, and observations; (vii) understand sampling techniques and their relevance and (viii) collect and analyse data. The programme was attended by 29 participants. **Dr. Dhanya M B**, Fellow was the Course Director

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Senior Fellow

- Panelist for ‘Theme 3: A Viable Roadmap for Universal Social Security Coverage’ in the National Round Table on ‘A Viable Framework for Fiscal Prudence’ on November 04, 2023 organised by Foundation for Democratic Reforms, at Conference Room II, India International Centre, New Delhi.
- Panelist to discuss ‘Expansion of Coverage of Pension for the Workforce Employed in the Unorganised Sector (Including Gig and Platform Workers)’ in the NPS Chintan Shivir on November 15, 2023 organised by Pension Fund Regulatory and Development Authority (PFRDA) at India Habitat Centre, New Delhi.
- Delivered two lectures on ‘Evolution of Social Security and Its Culmination in the Framing of ILO Standards’ and ‘India’s Social Security Position in Comparison to ILO Standards’ in the Training Programme on Major Social Protection Systems on November 20, 2023 organised by PDNASS, New Delhi for the permanent Group A Officers of the Commissioner’s cadre in the Employees Provident Fund Organisation.
- Participated in the Online Consultation on ‘Prioritizing Childcare Beyond G20: Local to the Global Context’ on November 22, 2023 organised by Forum for Crèches and Childcare Services (FORCES).

- Delivered an Online Lecture on ‘Qualitative Interviewing - Focus Group Discussion’ in the 6th Refresher Course in Research Methodology (IDC) on November 24, 2023 organized by HRDC-JNU.
- Moderator of Session 3.2: on ‘Innovative Initiatives to Extend Social Protection to Domestic Workers’ in the National Consultation on ‘Towards Decent Work for Domestic Workers in India’ December 05-06, 2023 organized by the International Labour Organisation at India Habitat Centre, New Delhi during.

Dr. Ellina Samantroy, Fellow

- Moderator in a National Seminar on ‘Impact of Labour Codes on Women Migrant Workers in Unorganised Sector in India’ on November 07, 2023 organized by School of Social Sciences, Christ University in collaboration with National Commission for Women, Government of India at Christ University, Ghaziabad.
- Chair and Moderator in a Workshop on ‘Women and the Future of Work: Bridging Digital and Skilling Gaps for Access to Jobs and Strengthening Women’s Entrepreneurship’ on November 08, 2023 organized by NITI Aayog at Hall Yantra, The Park Hotel, New Delhi.
- Presented the outline of the Draft Report of the Task force on Improving Female Labour Force Participation in an online meeting of the Task Force for Improving Female Workforce Participation in India on November 20, 2023 organized by Ministry of Labour and Employment, New Delhi.
- Attended an online Consultation Meeting on ‘Prioritizing Childcare Beyond G20: Local to the Global Context’ organised by the Forum for Creches and Childcare Services (FORCES) on November 22, 2023 at Seminar Hall I, II and III, Kamala Devi Complex, India International Centre, New Delhi
- Presented a paper titled ‘Women’s Unpaid Work in India: Insights from the National Time Use Survey’ at the 45th International Association for Time Use Research (IATUR) Conference held during 28-30 November at Tokyo, Japan.
- Speaker in the National Conference on ‘Precarious Lives: Gender, Migration and Environment in the Neoliberal World’ on December 04, 2023 at School of Liberal Arts, Bennett University.
- Panelist on ‘Care Workers and Domestic Workers in National Consultation: Towards Decent Work for Domestic Workers in India’ on December 05-06, 2023 organised by ILO, New Delhi
- Attended meeting of the Task Force for Improving Female Workforce Participation in India on December 12, 2023 at Shram Shakti Bhawan, New Delhi.
- Expert in an online SAB Meeting for the Presentation of study titled ‘Antimicrobial Resistance and Labour Migration across Healthcare Boundaries in Northern South Asia’ on December 13, 2023 organised by AARHUS University, Denmark and South Asian University, New Delhi.
- Attended the 5th meeting of the Task Force for Improving Female Workforce Participation in India on December 19, 2023 at Shram Shakti Bhawan, New Delhi.
- Presented the Proposal for a research study titled “Implementation of The Maternity Benefit Act in India” on December 29, 2023 at RAG meeting at VVGnLI, Noida.

Dr. Dhanya M.B, Fellow

- Attended the follow-up online coaching session on ‘Gender and Entrepreneurship’ on November 14, 2023 organised by ILO-ITC, Turin, Italy.

- Attended the meeting chaired by the Secretary (L&E) on ‘Preparing Guidelines for Gig Workers’ on November 20, 2023 in Sabhagaar Room, Shram Shakti Bhawan.
- Attended the online meeting to discuss the guidelines for gig workers on November 24, 2023 organized by the Ministry of Labour & Employment and ILO-Geneva.
- Moderated the session on ‘Towards Social Protection for all Workers: How Can Domestic Workers Benefit from E-Shram Portal’ in a National Consultation: Towards Decent Work for Domestic Workers in India on December 05, 2023 organized by the International Labour Organization at India Habitat Centre, New Delhi.
- Expert speaker at ILO-KOREA TVET forum and presented an ongoing report on ‘Growing Skill Responses in the Changing World of Work: Special Reference to South Asia’ on December 07-08, 2023 organized by ILO Regional Office for Asia and Pacific and Korea Tech in Bangkok, Thailand.
- Attended and submitted the draft guidelines in the Meeting of the internal committee on Gig and Platform Workers chaired by the Secretary, MoLE on December 19, 2023 in the Main Committee Room, Ministry of Labour & Employment.
- Received GET Ahead Trainer certification to train and conduct gender-sensitive business management programme and provide follow-up support to entrepreneurs in GET Ahead on December 21, 2023 by International Labour Organisation- Women’s Entrepreneurship Development (ILO-WED).

Dr. Otojit Kshetrimayum, Fellow

- Invited to participate on the knowledge sharing consultation on the ‘Review of Social Protection Financing Systems in Brazil and India’ on December 12, 2023 at International Labour Organisation, Yamuna Hall, India Habitat Centre, New Delhi.

Shri Amitav Khuntia, Associate Fellow

- Invited as a Panel Speaker and paper presenter on the topic ‘Leveraging Digital Portals and Empowerment of Youth’ in the National Conference on Digital Technology and Social Change (23-24 November, 2023) on November 24, 2023 organised by Centre for the Study of Social Systems, School of Social Sciences, JNU and ICSSR at JNU.
- Participated in the discussion after the lunch of the report on ‘A Green and Sustainable Growth Agenda for Global Economy’ on December 19, 2023 organised by NITI Ayog in New Delhi.
- Participated in the Knowledge Sharing Workshop under South-South Co-operation (SSC) Framework review of Social Protection Systems of India and Brazil on December 12, 2023 at ILO, New Delhi.



“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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