



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Women and Social Protection in India

Social protection is a human right and an essential safeguard that allows people to live a life of dignity. These safety nets are vital for reducing poverty and inequality and protecting people from adverse crises. Social protection provisions are crucial for advancing gender equality and women's empowerment. It addresses various forms of discrimination and protects women from social and economic risks. The World Social Protection Report (2020-22) of the ILO reported that only 46.9 per cent of the world's population is covered by at least one social security benefit, with a substantial gender disparity between men and women, with women's coverage significantly lower than men.

In the Indian context, women are primarily concentrated in low-paying employment within the informal sector, working under irregular contracts, such as temporary or part-time occupations. Women's access to regular employment has been limited due to various social and economic barriers caused by childrearing responsibilities, household duties, and unpaid care work, which makes them susceptible to multiple forms of risks. Studies have linked growing informality with gaps in social security provision.

With a significant share of women workers in the informal sector, the government has been working towards empowering women for the past few years through various initiatives in both the formal and informal sectors. One of the prominent policy agendas of the country during the G20 New Delhi Leaders Declaration 2023 was to provide social protection and livelihood security for all, along with focusing on advancing decent jobs. India is committed to promoting 'Gender Equality and Empowering All Women and Girls' by focusing on aspects such as Enhancing Economic and Social Empowerment, Bridging the Gender Digital Divide, Securing Women's Food Security, Nutrition, and Well-Being, and Creating a Working Group on Women's Empowerment. The declaration also acknowledged the vast disparities between the employment and labour force participation rates of men and women. It recognised the need to take appropriate measures to promote gender equality in economic opportunities.

The government has been working towards bringing more women under social security benefits by increasing expenditure on social security. Since the Financial Year 2016, there has been an increase in government spending on social security. The Economic Survey (2022-23) reports that between 2018 and 2020, the government's overall spending on social services accounted for almost 25 per cent of all expenditures. In 2023, the government's spending grew to 26.6 per cent. The social services expenditure increased by 31.4 per cent in the Financial Year 2022 over the Financial Year 2021. Thus, the amount that the Centre and State governments spent on social sector expenditures was 9.15 lakh crore in 2015-16, which rose to 21.3 lakh crore in 2023.

Along with the progress in expanding social protection provisions in India, the government has also been working hard to realise women's rights to social security through gender-responsive social protection policies. One of the critical pieces of legislation is the Maternity Benefit Amendment Act 2017, which mandates paid maternity leave of 26 weeks, which is way ahead of ILO Convention 183. India has risen to the top of the list of countries in the Asia Pacific for offering extensive maternity leave to women by joining a group of 42 countries that provide the longest paid leave of more than 18 weeks. The recently introduced Occupational Safety, Health, and Working Conditions Code 2020 (OSH) has provisions for female employees to encourage women's employment in India, with provision for allowing night work for women subject to conditions relating to safety, holidays, and working hours that the relevant Government may prescribe. For the unorganised sector workers, the Ministry of Labour and Employment is working towards creating a National Database of Unorganised Workers (NDUW) called the e-Shram portal. The e-Shram portal aims to recognise the workers' employability and help them via social security programmes. It is the first such national database for the unorganised employees in the country. Thus, the government has made significant progress towards bringing appropriate policies and legislation that guarantees social security for people, not just in the formal sector but also in the economy's informal sector, with a particular focus on women.



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SPECIAL EVENTS

Signing of Implementation Agreement for the project on Review of Social Protection Financing System in India (September 6, 2023)

Signing of Implementation Agreement for the project on Review of Social Protection Financing System in India between International Labour Organisation (ILO) and V. V. Giri National Labour Institute (VVG NLI) was held on September 6, 2023 at VVG NLI. **Dr. Arvind**, Director General and **Dr. Otojit Kshetrimayum**, Fellow and from ILO, **Ms. Mariko Ouchi** and **Mr. Karun Gopinath**, National Project Coordinator-Social Protection were present during the event.



MoU signing with XLRI, Xavier School of Management, Jamshedpur (September 15, 2023)

The V. V. Giri National Labour Institute (VVG NLI) and XLRI, Xavier School of Management, Jamshedpur have entered a strategic alliance by signing a memorandum of understanding (MoU) on September 15, 2023. The new strategic alliance between the two organisations aims to promote professional and organisational development in labour and employment-related areas by jointly identifying and executing developmental initiatives that benefit stakeholders in the sector.

The objective of the alliance is to leverage the respective expertise of both organisations and collaborate on initiatives related to research, training and academic activities related to labour, employment and related issues. Both the organisations are committed to working together in a flexible and cooperative manner focusing on the theme of labour with special emphasis on the issues relating to the labour market, gender, health, employment & skill, climate change, child labour, etc.

The scope of the alliance covers a broad range of initiatives, including joint training programmes, seminars and workshops particularly on contemporary policy-related issues, faculty interaction for various academic activities, collaborative research, exchange of knowledge and joint publications in the area of mutual interests.

The MoU signing ceremony has noted august presence of **Dr. Arvind**, Director General, V.V. Giri National Labour Institute and **Fr S George, S J**, Director, XLRI, Xavier School of Management being signatories from respective institutions to the MoU. **Mr. P.Amitav Khuntia**, Associate Fellow & Coordinator, Centre for Climate Change and Labour of VVG NLI coordinated the MoU signing ceremony. Distinguished faculty members and officials of VVG NLI were present on the occasion.



Orientation Workshop on Labour Relations, Labour Laws & Labour Codes for Indian Postal Service Officers (October 23, 2023)

The Institute organised an Orientation Workshop on Labour Relations, Labour Laws and Labour Codes, on October 23, 2023 at its campus at Noida for the Probationary Officers of Indian Postal Service undergoing training at Rafi Ahmed Kidwai National Postal Academy, Ghaziabad, U.P. The specific objective of the workshop was to provide an orientation, awareness and knowledge to the participants with regard to human rights and constitution perspective on labour and key features of labour laws and labour codes in India. The workshop was attended by fourteen officers. The workshop was coordinated by **Dr. Sanjay Upadhyaya**, Senior Fellow.



PUBLICATION

Green Jobs in India: Present and Future Prospects NLI Research Studies Series No. 157/2023

The study on “Green Jobs in India-Present and Future Prospects” encompasses the different aspects of green economy, green skills and green workforce as well as the various industries that green jobs currently caters to and are predicted to displace in the near future.

It can be seen that there are innumerable factors that affect green jobs and its growth more of which is to be witnessed in the coming years. First and foremost is the inevitable urge to reduce CO2 emissions resulting in the development of a more sustainable environment. This study looks at developments in green job creation (employment), social quality (equity), accessibility of work to women as well. It aims at helping its readers to gain a comprehensive view of the definition of green jobs, sectors where green jobs exist and can be generated in the near future. The report lay emphasis on the relative positioning of India in terms of green jobs and recovery of the economy post COVID-19 pandemic. The major concern of employment generation is also highlighted in this report as to how low carbon emission and clean energy could help India in increasing jobs along with meeting its net zero target.

The report analyses both negative and positive outlook focusing on the different initiatives and schemes related to green jobs in India. Considering them the policy formulation and evaluation in the present study intends to contribute regulation efficacy at the national level, taking into account the existing scenario of green jobs. This could enable in assisting the policymakers in comprehending the implications of green jobs and its sectors for framing affirmative impact on the stakeholders.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Migration and Development: Issues and Perspectives (September 18-20, 2023)

The key objectives of the programme were to: (a) understand the concepts and theories relating to migration; (b) examine the emerging trends and patterns in migration; (c) discuss key components of contemporary migration policies and (d) analyse the developmental potential of migration. The programme was attended by fourteen participants. **Dr. Dhanya MB**, Fellow, was the Course Director.

Employment and Wages: Special Reference to Code on Wage (October 25-27, 2023)

The key objectives of the programme were to: (a) provide an overview and key reform measures undertaken in the Code on Wages, 2019, contrasting them with provisions of the existing four wage related regulations; (b) provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020; (c) triangulate reform measures in Wage Code and Wage Rules with international standards and best practices; (d) share possible implications of the Wage Code and Wage Rules on workers and businesses and (e) stimulate exchange of views and experiences among participants. The programme was attended by fourteen participants. **Dr. Dhanya MB**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Training Programme on Regulatory Compliance under Existing Labour Laws for Representatives of Employer's Organisations (Online) (September 04-06, 2023)

The key objectives of the programme were to: (i) discuss the importance of the regulatory compliance under various Labour Laws in maintaining industrial harmony and enhancing productivity with case studies; (ii) discuss the regulatory compliances required under various existing Labour Laws; (iii) discuss the challenges in fulfilling the various kinds of regulatory compliances and (iv) discuss how to overcome these challenges. The programme was attended by thirteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Behavioural Skills for Developing Effective Leadership (September 11-15, 2023)

The key objectives of the programme were to: (i) enhance effective leadership skills; (ii) sharpen interpersonal skills; (iii) acquaint with the concept of emotional intelligence; (iv) strengthen consensus building; (v) inculcate the skills for creative problem solving; and (vi) to provide awareness on Labour Codes. The programme was attended by eight participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Developing Positive Attitude for Excellence at Work (September 18-22, 2023)

The key objectives of the programme were to: (i) highlight the impact of positive attitudes on personal and professional success; (ii) develop skills to deal with negative attitudes and their impact; (iii) understand the impact of positive attitudes on organisational excellence; (iv) develop positive attitudes at work and (v) provide awareness on Labour Codes. The programme was attended by ten participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Fundamentals of Labour Codes (September 25-29, 2023)

The key objectives of the programme were to: (i) provide the Human Rights and Constitutional Perspective on Labour Laws and Labour Codes; (ii) acquire the knowledge of the Key Features Labour Code on Wages, 2019 and Rules; (iii) acquire the knowledge of the Key Features Code on Industrial Relations, 2020 and Rules; (iv) acquire the knowledge of the Key Features Code on Social Security, 2020 and Rules; (v) acquire the knowledge of the Key Features Code on Occupational Safety, Health and Working Conditions, 2020 and Rules, and (vi) gather an understanding of the law relating Contract Labour. The programme was attended by twenty-two participants. Dr. **Sanjay Upadhyaya**, Senior Fellow was the Course Director.

New HR Practices Being Followed in Different Public and Private Sector Organisation (October 03-06, 2023)

The key objectives of the program were to: (i) discuss the emerging workplace environment and the need for integrating inclusiveness into existing policies and practices of the organizations; (ii) understand the impact of work culture on productivity enhancement in the context of the future of work; (iii) HR practices across the globe & in India leading employee involvement and engagement for influencing productivity; (iv) HRM practices performed in the private and public sectors of the economy in creating an enlightened and positive workplace; (v) discuss success stories on supporting workplace structures facilities impinging on productivity; (vi) understand the effectiveness of e-HRM practices in different public and private sector industries. The programme was attended by six participants. Dr. **Shashi Bala**, Senior Fellow was the Course Director.



Code on Occupational Safety, Health and Working Conditions, 2020 (October 16-20, 2023)

The key objectives of the programme were to: (i) provide an overview of the concept of occupational health and safety and discuss legal provisions for ensuring a safe workplace.; (ii) provide an understanding of international labour standards and share good practices on occupational health and safety.; (iii) discuss in detail the Occupational Health and Safety Working Conditions Code 2020 and the implications of the code on the labour market.; (iv) discuss the role of various stakeholders for compliance of occupational safety and health standards at the workplace. The training programme was attended by six participants. Dr. **Ellina Samantroy**, Fellow was the Course Director.



CAPACITY BUILDING PROGRAMMES (CBP)

Capacity Building Programme for Head-Load/Padellars and other unprotected workers (September 04-08, 2023)

The key objectives of the training were: (i) to acquaint the participants about contemporary labour issues, various labour laws and related recent amendments, status of social security for the workers particularly the unorganised workers, (ii) to provide a detailed understanding about the Mathadi Model (The Maharashtra Mathadi, Hamal and Other Manual Workers-Regulation of Employment and Welfare- Act, 1969 and its implementation; Mathadi Hamal & Other Manual Workers Board) and its replicability, (iii) to discuss unique practices being followed other than the Mathadi Model of social security, and (iv) to acquaint the participants with effective communication, team-building, and leadership skills. The programme was attended by twenty-seven participants. Dr. **Manoj Jatav**, Fellow was the course director.

Training Programme on Skill Development of Women for Employability and Entrepreneurship (September 04-08, 2023)

The key objectives of the programme were to: (i) understand the world of work, decent work, future of work and the gender dimension; (ii) situate the importance of skill development for employability, entrepreneurship in general and women in particular; (iii) familiarize the participants with skill development avenues and initiatives; (iv) discuss appropriate strategies for effectiveness of skill development in the informal sector occupations and (v) enable the participants to play larger role along with enhancing individual capacity. The programme was attended by thirty-four participants. Mr. **P. Amitav Khuntia**, Associate Fellow was the Course Director.

Recent Initiatives towards Codification of Labour Laws in India (October 9-13, 2023)

The key objectives of the programme were to: (i) provide an understanding of the need and the context of codification of the labour laws in India; (ii) discuss critically, the broad scheme and key features of various codes; (iii) discuss the implications of labour codes on labour market in India and (iv) discuss the perspectives of various stakeholders on the provisions of these labour codes. The programme was attended by twenty-six participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Gender and Entrepreneurship Together (GET AHEAD) (October 9-13, 2023)

Gender and Entrepreneurship Together (GET Ahead) is a gender-sensitive entrepreneurship training programme designed by the International Labour Organisation (ILO). The key objectives of the training 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 thirty-four participants from central trade unions and civil society organisations. Certificate is awarded jointly by the ILO and the V V Giri National Labour Institute. **Dr. Dhanya MB**, Fellow was the Course Director.

Enhancing Work Efficiency and Effective Delivery (October 16-20, 2023)

The key objectives of the programme were to: (i) understand the emerging issues related to work and workplace; (ii) Gain insights in to latest transformations at Workplace, Governance and Policy Making; (iii) Discuss the aspirations of Public and Working Mass from Public Servants and understand the Grassroots, Regional, National and International commitments; (iv) Strengthen the Operational, Technical and Behavioural Skills for a holistic professional development. The programme was attended by six participants. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Labour Laws and Labour Codes for Trade Unions and NGOs for North Eastern States (September 11-15, 2023)

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

INTERNATIONAL TRAINING PROGRAMMES (ITP)

Enhancing Leadership Skills (October 03-20, 2023)

The key objectives of the programme were to: (i) enhance the understanding of various aspects of human resource development and (ii) impart knowledge and skills to develop leadership skills. Twenty-eight participants from the 19 countries (Bangladesh, Bhutan, Botswana, Cote D'Ivoire, Ethiopia, Fiji, Indonesia, Kenya, Kyrgyzstan, Maldives, Myanmar, Nigeria, Palestine, Papua New Guinea, South Sudan, Tajikistan, Tanzania, Uganda, and Uzbekistan) attended the programme. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child/ Bonded Labour/ Trafficking Labour (Online) (October 03-06, 2023)

The key objectives of the programme were to: (i) strengthen knowledge of participants of Central Sector Scheme on Bonded Labour Rehabilitation Scheme (2016), (ii) develop a greater understanding of the Bonded Labour System (Abolition) Act, Child Labour Act, IPC 370, relevant laws and policies, etc. (iii) develop an in-depth understanding on the causes of distress migration, (iv) equip the participants on the role and responsibilities of key statutory bodies mandated to address these issues, (v) understand the importance of rehabilitation and how it can contribute to strong prosecution, and (vi) discuss the importance of reducing vulnerability, effective and timely rescue and rehabilitation of bonded labourer/ trafficked labourer. The programme was attended by fifty-nine participants. **Dr. Manoj Jatav**, Fellow, was the Course Director.

Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders (October 30 – November 02, 2023)

The key objectives of the programme were to: (i) strengthen knowledge and skills for identification of bonded labour and child labour, (ii) impart knowledge on Standard Operating Procedures (SOP) for identification and rescue of bonded labour and child labour and prosecution of offender, (iii) understand the process of fund disbursement, release of compensation and back wage settlement, (iv) discuss the importance of effective and timely prevention, rescue, repatriation, rehabilitation and reintegration of bonded labour/child labour, and (v) understand the role of different stakeholders and social partners including the law enforcement bodies, vigilance committees, child welfare committees and child protection units. The programme was attended by thirty-nine participants. **Dr. Manoj Jatav**, Fellow, was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Short-Term Certificate Course in Labour Relations and Social Dialogue ITC-ILO (October 04 - November 10, 2023)

The V.V. Giri National Labour Institute in collaboration with the International Training Centre of the ILO, Turin launched a Short term Certificate Course in Labour Relations and Social Dialogue during 4 October-10 November, 2023. The key objectives of the programme were to: (i) analyze labour relations and social dialogue topics, including practices, trends, methodologies; (ii) mainstream gender equality through social dialogue processes; (iii) explain and compare international labour standards, including how they are adopted, promoted, applied and supervised; their content, reasons for their development, and how they are used today.; (iv) demonstrate understanding of the preparation and development of the Decent Work Country Programme (DWCP), and an understanding of the process for developing the United Nations Sustainable Development Cooperation Framework (UNSDCF); (v) understand and illustrate the fundamentals principles and benefits of the implementation of collective bargaining, grievance handling and workplace cooperation; (vi) assess labour relations and social dialogue issues, including negotiation, interpretation, and administration of collective agreements, prevention and dispute resolution, workplace cooperation procedures and committees, grievance handling mechanisms and consequently better perform their functions; (vii) apply tools and methodologies for effective labour-management relations at different levels and forms of social dialogue and (viii) illustrate the concepts and practice of social dialogue at all appropriate levels, i.e. international, national and enterprise-levels in India. The session were delivered by experts from ITC-ILO, Turin, external resource persons and faculty from VVGNI. The course was attended by twenty participants representing government departments, employers' organisations and trade unions from India. **Dr. Sanjay Upadhyay**, Senior Fellow and **Dr. Ellina Samantroy**, Fellow were the Course Directors.



INHOUSE TRAINING PROGRAMME

Administrative Training for Deputy Directors of ESIC (September 11-26, 2023)

The key objectives of the programme were to: (i) equip Deputy Directors with the necessary leadership and management competencies (with respect to administration, accounts, etc.) required to effectively lead and oversee regional/joint directorate functions, (ii) develop a deeper understanding of ESIC administrative policies, procedures, and protocols to improve efficiency and effectiveness in managing day-to-day operations, (iii) build administrative and financial management skills to ensure better administration, budgeting and resource utilization, in compliance with ESIC guidelines and government regulations, and (iv) equip Deputy Directors with the knowledge and skills necessary to lead teams, make strategic decisions, and manage complex situations within the ESIC framework to serve people better. The programme was attended by thirty participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Training Programme on Gender Sensitization & PoSH Act Awareness (September 26-27, 2023)

The key objectives of the programme were to: (i) understand gender issues in the work place; discuss the legal framework for addressing sexual harassment in the workplace and (ii) discuss the strategies needed to combat sexual harassment in the workplace. The programme was attended by thirty-three participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Administrative Training for Deputy Directors of ESIC (October 03-18, 2023)

The key objectives of the programme were to: (i) equip Deputy Directors with the necessary leadership and management competencies (with respect to administration, accounts, etc.) required to effectively lead and oversee regional/joint directorate functions, (ii) develop a deeper understanding of ESIC administrative policies, procedures, and protocols to improve efficiency and effectiveness in managing day-to-day operations, (iii) build administrative and financial management skills to ensure better administration, budgeting and resource utilization, in compliance with ESIC guidelines and government regulations, and (iv) equip Deputy Directors with the knowledge and skills necessary to lead teams, make strategic decisions, and manage complex situations within the ESIC framework to serve people better. The programme was attended by twenty-nine participants. **Dr. Manoj Jatav**, Fellow, was the course director.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Senior Fellow

- Participated in a three-day Online Workshop ‘Social Protection in a Changing World’ from September 26-28, 2023 organised by ADB, Manila, Philippines

Dr. Ellina Samantroy, Fellow

- Panelist in the 10th ISLE-IAWS- Panel: ‘Understanding Women’s Labour Force participation in India’ on September 9, 2023 at the XVII National Conference of Indian Association for Women Studies (IAWS) at Thiruvananthapuram, Kerala
- Attended the 2nd meeting of the Task Force for Improving Female Workforce Participation in India on September 13, 2023 at Shram Shakti Bhawan, New Delhi
- Delivered a session on ‘Quantitative Research Methodology in Sociology : Capturing Women’s Unpaid Labour through Large Scale Data Sets’ on September 14, 2023 organized by Department of Sociology and Social Work at Christ (Deemed to be University) Delhi-NCR Campus, Ghaziabad
- Attended a meeting with ILO officials for the launch of Certificate Course on ‘Labour Relations and Social Dialogue’ on September 21, 2023
- Attended the 3rd meeting of the Task Force for Improving Female Workforce Participation in India on October 11, 2023 at 3.00pm organized by Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.
- Expert in a Workshop on ‘Participatory Action Research for Unorganized Workers under Global Labour Research Process Project’ on October 13, 2023 organised by PRAGYA, Gurugram.
- Attended a ‘Consultation on the World Bank’s New Gender Strategy’ and ‘Roundtable on Policy Options to Advance Women’s Work in India’ (online) on October 25, 2023 organised by World Bank, New Delhi
- Attended the 4th meeting of the Task Force for Improving Female Workforce Participation in India on October 27, 2023
- Attended 5th meeting of the Task Force for Improving Female Workforce Participation in India on October 30, 2023
- Made a presentation in a Workshop on ‘Convergence of Field Offices under Ministry of Labour & Employment’ on October 31, 2023 organized by MoLE at Bharat Mandapam, New Delhi

Dr. Otojit Kshetrimayum, Fellow

- Attended online meeting on ‘Developing Training Modules on Labour Issues’ on September 5, 2023.
- Attended meeting on Upgradation of Website on September 21, 2023 at VVGnLI, Noida.
- Delivered a lecture on ‘Social Security for Unorganised Workers’ with reference to Social Security Code, 2020 on October 12, 2023 at VVGnLI, Noida
- Delivered a session on ‘Social Security Financing System’ on October 13, 2023 from at VVGnLI, Noida
- Attended as a Panellist in the Global Human Resource Management ‘One World One Economy One Future’ of the National HR Summit (Trade Winds) organised by Synergia, the Human Resource Club of IIFT, Delhi on October 14, 2023 at Indian Institute of Foreign Trade (IIFT), Delhi.
- Attended the ‘Workshop on Convergence of Field Offices under Ministry of Labour & Employment’ on October 31, 2023 at Bharat Mandapam, Pragati Maidan, New Delhi.

Dr. Dhanya M.B, Fellow

- Coordinated the reconstituted ILHRP Joint Advisory Committee online meeting on September 4, 2023
- Panel Speaker on ‘Future of Work: Reimagining Governance Models and Social Security’ on September 14, 2023 organised by APTI Institute at the Royal Plaza, New Delhi
- Delivered two lectures on ‘Gender Issues in Work and Labour Market’ and ‘Gender Mainstreaming and Budgeting’ for the officers in the cadre of Regional and Assistant Provident Fund Commissioners of Employees of Provident Fund Organisation of MoLE on October 16, 2023 at Pandit Deendayal Upadhyaya National Academy of Social Security (PDNASS), New Delhi
- Panellist at the Public Affairs Forum of India’s 10th Annual Forum on ‘Empowering the Gig Economy’ on October 26, 2023 organised by PAFI at Taj Palace
- Panel Speaker at the High-level consultation on the ‘Challenges and Opportunities of Extending Social Protection Frameworks to Gig and Platform Workers in India’ on October 27, 2023 organised by the International Labour Organisation (ILO) at Hotel Claridges in New Delhi

Dr. Manoj Jatav, Fellow

- Delivered a lecture on ‘Different situations pertaining to Child Labour and Functions of CWC with Special Reference to Child Labour and Bonded Labour’ on September 21, 2023 in an Induction Training for Newly Recruited Chairpersons and Members of CWC from Uttar Pradesh, organised by National Institute of Public Cooperation and Child Development, New Delhi
- Delivered a lecture on ‘Different situations pertaining to Child Labour and Functions of CWC with Special Reference to Child Labour and Bonded Labour’ on October 19, 2023 in an Induction Training for Newly Recruited Chairpersons and Members of CWC from Uttarakhand, organised by National Institute of Public Cooperation and Child Development, New Delhi

Shri Amitav Khuntia, Associate Fellow

- Participated in the social media review meeting of Ministry of Labour and Employment chaired by Joint Secretary, MoLE on September 13, 2023
- Coordinated the VVGnLI-XLRI Memorandum of Understanding (MoU) Signing on September 15, 2023 in the institute.

“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