



# Training Calendar 2021-2022

**V.V. GIRI NATIONAL LABOUR INSTITUTE**

# TRAINING CALENDAR

◀ 2021-2022 ▶



**V.V. Giri National Labour Institute**  
NOIDA



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## Welcome to the World of Learning on Labour From the Director General's Desk



V.V. Giri National Labour Institute (VVGNI) is a premier and apex national level institution exclusively devoted to training, research and publications pertaining to labour and related issues. Ever since its inception in 1974, the Institute has endeavoured to disseminate knowledge and relevant skills to major social partners and all concerned stakeholders to match the emerging requirements associated with the world of work. The Institute is also actively involved in undertaking research studies with a view to provide inputs for evidence based policy formulation. It attempts to create a synergy between its research and training activities by incorporating the research findings as inputs for the training programmes and the feedback from the training programmes as triggers for research.

In its four decades of existence, the Institute has also fostered collaborations with reputed national and international

institutions concerned with labour and employment issues. For instance, the Institute has recently extended its MoU with the International Training Centre of the International Labour Organisation to undertake joint training activities for a further period of five years. The Institute is also empanelled to organise International Training Programmes under the Indian Technical and Economic Cooperation (ITEC) Scheme of the Ministry of External Affairs, Government of India. Ninety seven international training programmes attended by over 2260 senior and middle level government functionaries and representatives of relevant social partners from one hundred twenty three countries have been trained in the last two decades. The Institute represents India in the BRICS Networking of Labour Research Institutes. Its library is one of the most endowed resource centres on labour information with about 70,000 books and bound volumes and subscribing to over 200 professional journals and periodicals.

The relevance of the training activities being organised by the VVGNI has assumed added significance in the context of the massive transformations being witnessed in the world of work during the last two decades. A cluster of digitally driven technologies ranging from robotics, artificial intelligence to internet of things and deeper and wider digital penetration are expected to change the form and accelerate the pace of these unprecedented changes. While such developments have provided newer opportunities particularly in terms of the



spread of knowledge based production processes and economic activities, it has also raised to fresh challenges like fast changing forms of work and work relations. We need to deal effectively with such a scenario of the future of work and this is possible only when major stakeholders concerned with labour, viz labour administrators, trade union leaders, industrial relations managers, civil society organisations and researchers are equipped with relevant cognitive and behavioural skills to respond to the challenges of change at the various levels. In fact, the International Labour Organisation, the oldest international organisation in the world, established in 1919 had chosen 'Future of Work' as the theme for its centenary celebrations clearly highlighting the need for the social partners to deliberate on the evolving forms of work and work relations.

The training interventions provided by VVG NLI have been attuned taking these developments into consideration. The VVG NLI training programmes

are finalised through proper training needs assessment and based on the experience the Institute has garnered over a period of time. The Institute adopts an inter-disciplinary approach to its training activities and the training delivery encompasses a mix of knowledge dissemination through lectures, participative learning, role plays, case studies and field based activities. The team of this Institute strongly believes that it is only through sharing of experience among and within the different constituent groups that the knowledge outcomes can be maximised.

I sincerely hope that the training programmes to be organised by the Institute during 2021-2022 meets the aspirations of all the stakeholders associated with the labour and related issues. It is my privilege to extend to all concerned a hearty welcome to the VVG NLI and to the World of Learning on Labour and related issues.

**Dr. H. Srinivas**  
**Director General**



## V.V. Giri National Labour Institute

### *Vision*

*“A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations”*

### *Mission*

*Bring Labour and Labour Relations as the Central Feature in Development Agenda through:*

- *Addressing issues of transformations in the world of work;*
- *Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;*
- *Undertaking research studies and training interventions of world class standards; and*
- *Building understanding and partnerships with globally respected institutions involved with labour.*

## THE INSTITUTE

V.V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India, set up in July 1974, is a premier Institute of Labour Research, Training and Education. Since its inception, the Institute has endeavoured through research, training and publications to reach all those who are concerned with various aspects of labour, both in the organised and unorganised sectors. The focus of such endeavours has been the transfer of academic insight and understanding related to all the aspects of labour for application to policy formulation, legislation and action to ensure a just and proper place for labour in an egalitarian and democratic society.

### Aims and Objectives

The **Memorandum of Association** and the rules and regulation of the institute spells out clearly a wide range of activities that are essential to fulfil the objectives of the Institute. The main objectives of the Institute are:

- To undertake and assist in organising training and education programmes, seminars and workshops;
- To undertake, aid, promote and co-ordinate research on its own or in collaboration with other agencies, both at national and international levels;
- To establish wings for:
  - ❖ education, training and orientation;
  - ❖ research including action-research;
  - ❖ consultancy; and
  - ❖ publication and such other activities as may be necessary to achieve the objectives of the Institute.
- To analyse specific problems that are encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- To establish and maintain library and information services and collaborate with other institutions and agencies in India and abroad which have similar objectives.

### Governing Bodies

The **General Council**, the apex governing body of VVGNI, lays down the broad policy parameters for the functioning of the Institute and provides a general direction to its activities. Essentially a tripartite body, it comprises of members representing the Central Government, Trade Union Federations, Employers' Organisations as also eminent contributors to the field of labour. The Union Minister of Labour and Employment is the President of the Council.





The **Executive Council** is constituted by the General Council to administer and manage the affairs of the Institute. The Secretary, Ministry of Labour and Employment, Government of India is the Chairperson of the Executive Council.

The Director General of the Institute is the Principal Executive Officer managing and administering the day to day affairs of the Institute.



## Location and Campus

The Institute is located in Sector 24, NOIDA, Uttar Pradesh. It is situated at a distance of about 15 kms from Hazrat Nizamuddin Railway Station, 25 kms from New Delhi Railway Station, 30 kms from Old Delhi Railway Station, 20 kms from Inter-state Bus Terminal (ISBT) and 35 kms from the Indira Gandhi International Airport. It is accessible through Metro rail, taxis or buses. NOIDA which is a satellite town of Delhi is situated at the eastern border of Delhi. The Institute is spread over an area of approximately 12.5 acres. The campus has an Administrative block, Seminar block where training activities are conducted, Library block, Hostel block, Residential block, lush green lawns, internal water supply system, electric sub-station, etc.

## Hostel

The Institute has an excellent hostel building. It has 99 fully furnished rooms with attached bathrooms and independent balconies, dining halls and a well-furnished lounge with recreational facilities. All the rooms are air-conditioned equipped with Wi-fi and colour televisions. The green, clean and open environment, free from noise and pollution, facilitates enthusiastic participation in the residential programmes. The hostel has a state of art Gymnasium with Treadmills, Recumbent Bike, Cross Trainer, Shoulder Press, Leg Press, Biceps Curl, Multi-Station Gym etc. dedicated to fitness and good health. The facility of outdoor and indoor games are also available within the campus.

## Seminar/Training Halls

The Institute has six training halls fully air-conditioned and a mini auditorium. Every hall has audio-visual facilities.

## Address & Contact

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## TRAINING AND EDUCATION

The V.V. Giri National Labour Institute is committed to promote a better understanding of the various issues related to labour and employment and to explore avenues to address them. To achieve this, the Institute, through its varied activities, attempts to provide education with regard to labour issues in an integrated manner. The feedback from the training programmes become inputs for the research activities and the output from the research programmes become inputs for the training activities and policy formulation. These programmes cater to the training needs of Trade Unions Representatives, NGOs, Employers organisation representatives, Policy makers, Labour officials, Researchers, Trainers, Workers and other Social Partners. Constant feedback from the participants is used for updating the training curriculum as well as redesigning training modules.

Training and Education programmes of the institute may be viewed as potential vehicles of structural change in labour relations. They can help generate a more positive attitude for the promotion of harmonious industrial relations. On the rural front, the programmes attempt to develop leadership at the grassroot level that can build and support independent organisations to look after the interests of the rural labour. Training programmes equally emphasize attitudinal change, skill development and knowledge expansion.

The training programmes use an appropriate mix of audio-visual presentations, lectures, group discussions, case studies and behavioural science techniques. Apart from the Institute's faculty, guest faculty are also invited to strengthen the training programmes.

The Institute offers training and education to the following groups:

- Labour Administrators and Officials of the various Ministries of the Central and State Governments and of foreign countries;
- Managers and Officers of the public and private sectors;
- Trade Union Leaders, Industrial Relations Managers, Social activists and different stakeholders of the organised and unorganised sectors; and
- Researchers, Trainers, Field Workers and others concerned with labour issues.

Due to COVID-19 pandemic in the country and as per the guidelines of the Government to maintain safe working and social distancing, the Institute has in right earnest begun to conduct online training programmes since April-May, 2020.

### Labour Administration Programmes

These are designed for Labour Administrators and Officers of the Central and the State Governments. The programmes cover a wide range of subjects on labour administration, conciliation, labour welfare and enforcement. These are residential programmes held either at the Institute's campus or at selected State Labour Institutes or other major institutions of the country.





## Industrial Relations Programmes

Under these programmes attempts are made to cover both the conceptual and practical areas of industrial relations and disciplinary systems. These programmes introduce Senior Managers, HR officers and Trade Unions representatives to



participatory management and promote better interaction among the government, employers and the unions. These programmes are held apart from at VVG NLI, at various centres of the country to enable participation from all regions.



## Capacity Building Programmes

These programmes are designed to develop leadership and capacity building among different stakeholders associated with labour. These programmes are also conducted for officials of



Government, Public undertakings, Private Sector and Banks viz. Oil India Limited, Reserve Bank of India, National Fertilizers Limited, NALCO, NTPC, BHEL, Escorts India Ltd., Hero Honda Ltd., ESIC etc., apart from various trade union organisations and other social partners.



## Child Labour and Bonded Labour Programmes

These programmes are conducted to develop capabilities of individuals, groups and organisations working towards the elimination of child labour. These groups include officials of various Government Departments, Teachers' Associations, NGOs, Employers, Trade Unions, PRIs, NCLP Teachers and Officials, etc. Some of these programmes are conducted in collaboration with UNICEF, State Institutions, etc.



## Research Methods Programmes

These programmes are designed to help young teachers and researchers in universities/ colleges and research institutions as well as professionals in government organisations to pursue their interests in labour research and policy.



## North Eastern States Training Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment welfare schemes of the government, etc. in the North Eastern Region.



## International Training Programmes

International Training Programmes are designed for officials from Government Departments, Institutions, Employer's Organisations and others from the developing countries under



Indian Technical and Economic Cooperation (ITEC) programme of the Ministry of External Affairs, Government of India.



The Institute has the experience of conducting

these programmes since 1999-2000 and till date has conducted 97 programmes for 2260 participants representing 123 countries.

## Collaborative Training Programmes

Being a premier labour institution of the country, it is necessary that the benefits of its diverse activities percolate down to different institutions, stakeholders and social partners spread across the country. Keeping this in view, a number of steps have been taken to institutionalize the networking mechanism with State Labour Institutes and Regional Centres having similar objectives as V.V. Giri National Labour Institute, in the field of both training and research. Training and research programmes are conducted in collaboration with these institutions at State/Regional levels too for different social partners as per the local requirements.



## Consultancy

One of the mandates of the Institute is to provide consultancy services to the industry, government and related organisations on various issues related to labour, employment schemes of the government, etc. Consultancy assignments include in-company training, diagnostic studies and research, surveys, pilot projects etc.



## Orientation, Advocacy & Dissemination

The Orientation, Advocacy and dissemination of relevant information about various programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched by the government to benefit the disadvantaged people and backward regions. Ministry of Labour and Employment and other concerned ministries and organisations request the V.V. Giri National Labour Institute from time to time to be part of such orientation advocacy and dissemination activities



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## RESEARCH

Research occupies a prominent place in the activities of the Institute. The subject of research comprises a broad spectrum of labour-related issues and problems, in both the organised and the unorganised sectors. While deciding the topics of research, care is taken to identify subjects and issues of topical concern and relevance to policy formulation. The Institute continues to place great emphasis on the problems and issues of labour in unorganised and organised sectors in general and the more disadvantaged among these such as child labour, women labour and rural labour, in particular. Research activities also explore the basic needs of different groups of trainees such as trade union leaders and organisers in both organised and unorganised sectors, managers of public and private sectors, labour administrators, and volunteers of non-governmental organisations. The output of the research further goes as input in shaping the design and methodology of the training programmes conducted by the Institute apart from contributing in a major way to the Ministry of Labour and Employment and other Ministries and Institutions of the government in policy formulation and implementation. The following nine Centres carry out studies on the major themes related to research in Labour and Employment:

- **Centre for Labour Market Studies**
- **Centre for Employment Relations and Regulations**
- **Centre for Agrarian Relations, Rural and Behavioural Studies**
- **National Resource Centre on Child Labour**
- **Integrated Labour History Research Programme**
- **Centre for Labour and Health Protection Studies**
- **Centre for Gender and Labour Studies**
- **Centre for North East India**
- **Centre for Climate Change and Labour**

Each centre is guided by a **Research Advisory Group** which consists of experts in the respective areas. The work of these centres is allocated to the faculty members of the Institute based on their specialization, experience and interests.



## CENTRE FOR LABOUR MARKET STUDIES

### Aim and Core Areas

The Centre for Labour Market Studies is committed to undertake research analysing the ongoing transformations in the world of work. The research activities aim at providing policy support for improving the labour market outcomes and evolving brighter future of work. The current research activities of the Centre focus on the following core areas:



- Employment and Unemployment
- Migration and Development
- Skill Development
- Informal Sector
- Wages
- Future of Work

### Major Research Projects completed/initiated during the last five years:

- Operation of Minimum Referral Wages for International Migrant Workers from India (commissioned by International Labour Organisation, 2016)
- Changing Dynamics of Internal Migration in India (V.V. Giri National Labour Institute, 2017)
- Transformations in India-Gulf Labour Migration Corridor: Trends and Determinants (V.V. Giri National Labour Institute, 2018)
- Technological Change and New Forms of Employment, with Focus on Sharing Economy (Research Study conducted under the aegis of BRICS Network of Labour Research Institutes, 2018)
- Quality Employment Generation in Micro and Small Enterprises (MSEs) in India: Strategies and Way Forward (V.V. Giri National Labour Institute, 2018)
- Report of the Expert Committee on Determining the Methodology for Fixing the National Minimum Wage (V.V. Giri National Labour Institute, 2018)
- Promoting Youth Employment and Entrepreneurship : A Study with Special Focus on Start-ups (V.V. Giri National Labour Institute, 2019)
- Youth and the Labour Market Landscape in India: Issues and Perspectives (Research Study conducted under the aegis of BRICS Network of Labour Research Institutes, 2019)
- Changing World of Work and Skills (Research Study conducted under the aegis of BRICS Network of Labour Research Institutes, 2020)

## Major Workshops Organised during 2020

- **Workshop on Startups and Young Entrepreneurs : Opportunities and Challenges**

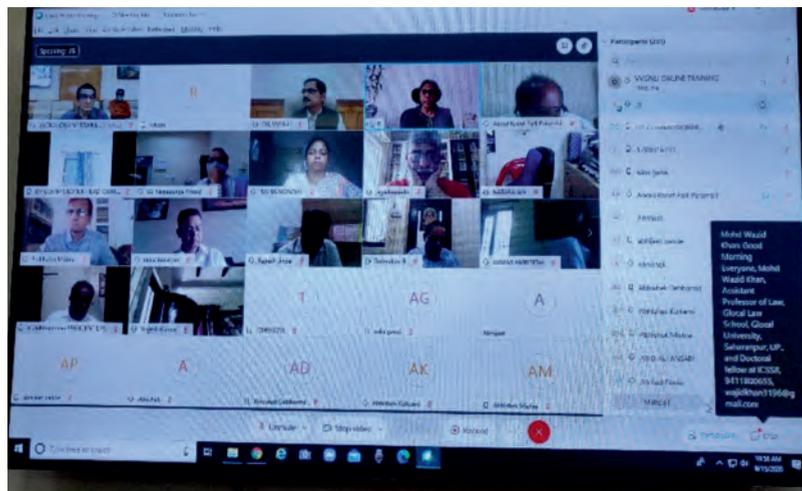
V.V. Giri National Labour Institute organised a Workshop on 'Startups and Young Entrepreneurs: Opportunities and Challenges' on February 28, 2020 in order to initiate a dialogue among all concerned stakeholders regarding the challenges and opportunities for startups and its role in tackling the problem of mounting youth unemployment. The Workshop disseminated the findings of



the research study on startups 'Promoting Youth Employment & Entrepreneurship: A Study with Special focus on Startups'. The Workshop was attended by 44 participants representing different ministries of the government, academic institutions, trade unions, employers' associations and civil society organisations.

- **Online National Workshop on Labour Migration : Issues and Way Forward**

V.V. Giri National Labour Institute organised an Online National Workshop on Labour Migration: Issues and Way Forward on September 15, 2020. The Workshop deliberated important issues like: How effective are existing secondary sources of data in India in capturing all forms of labour migration flows? What are the recent and major trends and patterns of labour



migration streams across space and over time? How do labour regulations and public employment programmes (like MGNREGA) affect the different types of migration flows? What are the major vulnerabilities encountered by the migrant workers, particularly short-term and circular migrants, in the aftermath of the COVID-19 pandemic? How far have the measures taken by different stakeholders been effective in mitigating the insecurities of the migrant workers? and How do we situate the intersection of labour migration and future of work at a time of rapid change, uncertainty and disruption?. The Online National Workshop was attended by 318 participants representing Central Government, State Government, Trade Unions, Employers Organisations, Civil Society Organisations and Academic Institutions.



## Research Advisory Group

The Research Advisory Group of the Centre comprises of the following Members:

- Mr. Saji Narayanan, Former President, Bharatiya Mazdoor Sangh
- Mr. Rajiv Kapoor, Confederation of Indian Industry and Former Member, General Council and Executive Council, V.V. Giri National Labour Institute
- Dr. Arup Mitra, Institute of Economic Growth
- Prof. Babu P. Remesh, Ambedkar University, Delhi
- Dr. G.C. Manna, Formerly Director General, Central Statistical Office

### Centre Coordinator

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## CENTRE FOR EMPLOYMENT RELATIONS AND REGULATIONS

### Aim & Activities

Develop understanding of the changing employment relations in order to help in the formulation of appropriate legal regulation framework and evolving appropriate social protection measures. The research activities of the centre focus on the following core areas:

- Trade unions and their role in the emerging socio-economic scenario.
- Emerging employment relations in the informal and the unorganized sector.
- Limitations of the existing legal framework in the regulation of employment relations in the unorganized and informal sector.
- Changes in judicial trend.
- Social protection to labour and code on Industrial Relation
- Regulation of minimum wage and code on wages
- Regulation of contract labour and fixed - term employment.
- International Labour Standards and Labour Regulation

### Major Research Projects completed/initiated recently

- Amendments in Labour Laws and Other Reform Initiatives Undertaken by various State Governments: An Analytical Impact Assessment.
- Conditions of Employment, Work and Service of Faculty in Private Engineering Colleges in India.
- Regulation of Private Placement Agencies in India
- ILO Convention 181: Issues and Challenges in the context of Private Placement Agencies in India
- Evolution of Minimum Wage Policy and Regulatory Framework: An Inter Country Perspective.
- Labour, Employment and Social Security Issues of Security Guards Engaged by Private Security Agencies: A Case Study of Okhla and Noida.
- Contract Labour and Judicial intervention.
- Strengthening Labour Laws in order to Prevent Violations



Most of the above mentioned research studies have been published in the form of NLI Research Studies Series.



## Research Advisory Group

The Centre is having the following distinguished persons as its RAG members for seeking guidance, orientation and direction for carrying out its various activities:

1. Ms. Amerjeet Kaur, General Secretary and Coordinator, AITUC
2. Prof. Surendra Nath, Former Secretary, Government of India
3. Prof B.T. Kaul, Former Chariperson, Delhi Judicial Academy

### Centre Co-ordinator

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## CENTRE FOR AGRARIAN RELATIONS, RURAL AND BEHAVIOURAL STUDIES

### Aim & Activities

### Importance of Agrarian Relations & Rural Studies

Worldwide Labor markets play a key role in shaping employment and income levels in rural areas. Despite the fact that agriculture sector alone cannot be predicted to absorb all of the rural labour force substantially, still its association in generating employment, and contribution towards variegation of the economy, are significant.



Access to labour markets is predominantly necessary for rural population, as this may be their one and only resource of sustaining their livelihood. Often, the only talent possessed by these workers is their labour. Therefore, it is all the more important to strengthen the functioning of rural labour markets, as this is the only effectual way of humanizing the efficiency of their foremost talent, and occupation. Meaningful adoption of sustainable agriculture practices for employment generation and labour markets is a key concern. For this detail research is needed, as there are only very limited evidence of rural economy.

With growing complexities in agrarian relations and rural labour markets, it was felt that there is a need to analyze these complexities more scientifically and systematically through an integrated approach so that appropriate policies and programmes could be formulated to suit to the needs of the rural labour.

### Importance of Behaviour Studies

Today we stare at a technological revolution that could fundamentally alter the way we live, work and relate to one another. In its scale and scope, these transformations which are happening would not have been imagined by the human kind.

In order to cope up with the social, economic, technological and other environmental challenges posed, especially at the work place, it is not only important that the hard skills need to be sharpened and upskilled but the soft skills need to be developed as aligned to the work culture. The soft skills, behavioral and attitudinal interventions imparted through training and development would go a long way in enhancing the productivity of the individuals and in turn organization they work for, but also in improving the culture at the work place.

Soft skills include a combination of people skills, social skills, characteristic & personality traits, attitudes, career attributes, social and emotional intelligence quotients, among others, that enable people to navigate through various challenges encountered in day to day professional and personal life.



The centre aims at addressing the behavioral and attitudinal skill requirements of various stakeholders and social partners i.e. trade Union leaders and workers; members of the employers' organizations; managers and staff of the public sector undertakings; central and state government officials of various departments, researchers, trainers, members of civil society organizations, panchayati raj institutions, members of grass-root level organizations of both rural and urban areas, etc. The centre has been enhancing the capacities of managers and staff of various organizations like all Nationalised Banks, Reserve Bank of India, Oil India Limited, National Fertilizers Limited, NALCO, NTPC, BHEL, etc.

The methodology adopted by this institute involves a varied set of tools and techniques viz. case studies, role plays, management games, exercises, experiential sharing, etc.

### **Major Research Projects completed/initiated**

- Agrarian Reforms and its Impact on Agricultural Development in West Bengal
- Organising Rural Labour for Effective Participation in Development: An Action Research, Khurja, U.P.
- Organising Rural Labour for Effective Participation in Development: An Action Research- Chittorgarh, Rajasthan.
- Organising Rural Labour for Effective Participation in Development: An Action Research- Kancheepuram, Tamil Nadu.
- Organising Rural Labour for Effective Participation in Development: An Action Research Niwari & Prithvipur, Madhya Pradesh.
- Assessment of the Impact of Anti-Tobacco Legislation on the livelihood of Beedi Rollers, Tendu Leaf Collectors and Tobacco Cultivators.
- Assessment of Employment Potential - A Case Study (West Bengal)
- Evaluation of Welfare Fund for Beedi Workers in Madhya Pradesh Region
- Evaluation of Operation of Welfare Fund for Limestone and Dolomite Workers of Madhya Pradesh
- Evaluation of Iron Ore Mine Workers of M.P. & Chhattisgarh.
- Study of Janshree Bima Yojana
- Agrarian Structure, Social Relations and Agricultural Development: A Case Study of Ganganar and Jodhpur Districts of Rajasthan.
- Informal Sector in Arunachal Pradesh
- Assessing Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project, Murshidabad
- Assessing Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project, Tikamgarh, M.P.
- Assessing Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project, Khurja, U.P.
- Rural Industrialization and Options for Self Employment in Rural Areas.
- Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges
- Module on Leadership Development
- Module on Organizational structure, Culture & productivity

### **Core Research Areas**

- The research activities of the Centre focus on the following core areas:
- Wage determinater in rural labour market
- Globalisation and its impact on rural labour

- Patterns of changing structure of rural labour markets
- Documentation, evaluation and dissemination of information on organisation strategies
- Social security and rural labour
- MGNREGA and its impact on rural labour
- Migration of rural labour
- Study of different agrarian occupations

In addition to the above, several specific themes have also been identified for research, seminars and workshops which are as follows:

- Changes in land holding and land use pattern
- Credit and other input facilities in agrarian development
- Changing agrarian systems and employment relations
- Assessing the potential of rural non-farm employment sector
- Examining the trends in wages, employment and poverty in rural areas
- Examining the social security mechanisms at work in the rural sector
- Impact of globalisation, liberalization and privatisation on various segments of rural labour in general and agricultural labour in particular.
- Impact of new technology on employment and productivity of the various sections of rural labour.
- Implication of land reforms on rural labour, productivity and distribution of wealth.
- Study of local initiatives by individuals/institutions other than government organizations, for development of rural labour in general and agricultural labour in particular.
- Evaluation of income generation development programmes and schemes in the light of their social and economic relevance.
- Impact of gender inequality in various rural occupations, execution and implementation of development projects, programmes and schemes.

### **Research Advisory Group**

The Centre is having the following distinguished persons as its RAG members for seeking guidance, orientation and direction for carrying out its various activities:

- Mr. K.B. Saxena, Professor, Council for Social Development
- Dr. M.M. Rehman, Former Senior Fellow, VGNLI
- Mr. Suneet Chopra, Joint Secretary, All India Agricultural Workers Union
- Prof. Praveen Jha, Jawaharlal Nehru University
- Mr. Nagendra Nath Ojha, President, Bhartiya Khet Mazdoor Union
- Mr. V.S. Nirmal, General Secretary, Bhartiya Khet Mazdoor Union

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## NATIONAL RESOURCE CENTRE ON CHILD LABOUR (NRCCL)

### Aim & Activities

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute (VVGNI) was set up as Child Labour Cell in the year 1990 to work in partnership with UNICEF, ILO, the Ministry of Labour and other Central Ministries and State Government and Non-State Social Partners. As



a Centre of eminence it was upgraded to the National Resource Centre on Child Labour in the year 1993 with the overall objective of prevention and elimination of child labour by way of providing technical support in a variety of ways including strengthening the capacity of a range of Social Actors to respond to addressing the issue of child labour.

The number and range of Stakeholders have expanded over the last three decades to include Government Departments and Agencies; Commissions for Protection of child Rights at the National, State, District and sub-District levels; ILO, UN and other International Organizations; Workers' Organizations; Employers'/Manufacturers'/ Exporters' Associations, and Businesses; Community-based Organizations (CBOs), NGOs, Civil Society Organizations; Media; NSS, NYK and other Youth Groups; Cultural Groups; the Judiciary, academicians, students of Social work and other Social Sciences in the Universities and Colleges; Personnel in Development Sector and Corporate sector; Elected Representatives of Panchayati Raj Institutions (PRIs), Chairpersons and Members of various Child Protection Structures and Mechanisms, Legal Service Authorities at the National, State and District Levels, Child Welfare Committees, Child Line, CSR executives, social and cultural organizations, Resident Welfare Associations (RWAs), and others.

The National Resource Centre on Child Labour (NRCCL) provides technical support to the Policy Makers, Planners, and Project/Programme Implementers and others in their task of prevention and progressive elimination of child labour. The Centre strives to develop their capabilities towards combating child labour.

The wide-ranging activities of the NRCCL include Research, Training, Impact Assessment, Evaluation, Performance/Impact Assessment, Developing Training Manuals / Modules / Packages, Curriculum Development, Advocacy, Technical Support/Advisory services in suggesting amendments to legislation, the preparation of Protocols and SoPs, Documentation, Publication, Dissemination, Networking, Promoting convergence by strengthening the efforts of social actors at various levels and Awareness Generation among different sections of the population leading to change in the attitude of the masses. Providing support to develop State action Plan to eliminate child labour is an important facet of the NRCCL.

The Centre provides training and guidance in identifying and rescuing children from different forms of child labour, in repatriation, rehabilitation, mainstreaming into education and

reintegration and also economic rehabilitation of their families. The primary objective of these activities is to contribute to the attainment of the objectives of policies of the Central and State Governments on the issues of child protection and prevention and elimination of child labour.

Research occupies one of the significant activities of the NRCCL. The focus of research projects revolves around:

- Creating benchmark description of the situation of child labour in India particularly on employment of children in select hazardous occupations and processes
- Reviewing Research Studies for locating definitional aspects of child labour and studying socio-economic implications situating factors responsible for perpetuation of child labour
- Reviewing available literature on child labour, including news coverage, academic articles and online analytic essays.
- Compilation of available statistics regarding child labour on National, State and district-levels and State-wise court cases on child labour
- Evolving strategies for Identification, Rescue, Release, Repatriation, Rehabilitation of child labour and their Mainstreaming, Reintegration, Monitoring and Tracking
- Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences.

The various aspects covered in these micro-level studies include magnitude of the problem, trafficking of children for labour exploitation, vulnerabilities and insecurities of child workers, structure and functions of child protection mechanisms, legislative framework and enforcement of legislation, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. NRCCL has completed several research studies and major evaluation, impact/performance assessment and studies.

#### **The RAG Members:**

- Mr. Amod Kanth
- Dr. Satya Prakash
- Dr. Komal Ganotra
- Dr. Joseph Gathia
- Dr. Lakshmi Dasika

#### **Centre Coordinator**

**Dr. Helen R. Sekar**

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## INTEGRATED LABOUR HISTORY RESEARCH PROGRAMME

### Aim & Activities

The Integrated Labour History Research Programme (ILHRP) is a specialised research programme on labour history research, set up in collaboration with the Association of Indian Labour Historians (AILH), a body of professional historians and scholars interested in history of labour.



The overall aim of the ILHRP is to initiate, integrate and revive historical research on labour in India and is the first of its kind in the country.

### Major Professional Activities

The programme has three mutually reinforcing components such as digital archiving of Indian labour; writing labour history of India; and interdisciplinary research.

The archives systematically collects and preserves various documents and material concerning the working class in digital form, through collaboration and networking with various stakeholders. Networking with similar agencies (national and international) involved in digital archiving is also a crucial aspect of the archive.

So far, the archive is the country's largest digital repository of labour documents, with more than 15 gigabytes of data on the World Wide Web ([www.indianlabourarchives.org](http://www.indianlabourarchives.org)), for public access. The collections for the archives are generated through research and collection projects on prioritised areas of labour history, which has important bearing on contemporary policy making.

Home Browse Help Archives of Indian Labour VVGNLI AILH ILHRP Contacts Search DSpace Sign on for

**Archives of Indian Labour**  
(A joint initiative of VVGNLI and AILH)  
"Archive is a society's memory to know its past" - Dr. VVGNLI and AILH Memorandum of Understanding 1993

DSpace at My University

**COMMISSIONS ON LABOUR** Community home page

This collection includes the documents and material related to various important Committees and Commissions on Labour constituted by Government of India during the colonial as well as the post-independence period. The collection includes the documents on Royal Commission on Labour in India (1931), Labour Investigation Committee (1946), National Commission on Labour (1967), Commission on Women & Labour (1974-88), National Commission on Rural Labour (1991) and Second National Commission on Labour (2002).

Recent Submissions

Browse

Issue Date	Author	Title	Subject
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Browse			
Issue Date	Author	Title	Subject
<b>Discover</b>			
<b>Author</b>	<b>Subject</b>	<b>Date issued</b>	
National Commission on Labour: 74	National Commission on Labour (NCL): 227	2000 - 2002: 8	
Datar, B.N.: 6	Industrial Relations: 28	1990 - 1999: 20	
Ministry of Labour: 5	Working Conditions: 37	1980 - 1989: 1	
Gokhale, Gajanan S.: 4	Recruitment: 27	1970 - 1979: 1	
Melha, Maniharlal P.: 4	Social Security: 24	1960 - 1969: 140	
Subramanian, K.N.: 4	Labour Conditions: 21	1940 - 1949: 10	
Theogdi, Dattopant B.: 4	Rural Labour: 21	1931 - 1939: 1	
Adarkar, B.P.: 3	Minimum Wage: 19		
Deshpande, S.R.: 3	Meeting: 16		
Rege, D.V.: 3	Trade Unions: 16		

Some of the major collections of the archives are: Commissions of Labour (1929-2002); Trade Union Collections (Bharatiya Mazdoor Sangh, All India Trade Union Congress); SEWA; International Labour Organisation – India Office Collections 1929-1970; Collections on Ambedkar and Labour; Oral History of Labour Movement; Textile Labour in Ahmedabad; and Gandhi & Labour.

The programme also organises regular academic discussions, seminars and colloquia on the prioritised areas of labour history. The programme has so far more than 50 completed/ongoing research and collection projects. Since year 2000, the programme has published 20 working papers and organised around 90 seminars/discussions, including 12 international seminars on labour history.

## International Conferences on Labour History

One of the most significant contributions of the ILHRP has been the 12 major International Conferences on Labour History organised to deliberate on significant themes like 'Towards Global Labour History: New Comparisons', 'Expanding the Frontiers of Labour History', 'Work and Non-Work: Histories in the Long Term', and 'Labour History – A Return to Politics', and 'The Future of Work in the Mirror of the Past'. These conferences provide an important platform for historians, social scientists and scholars to deliberate upon varied dynamics of labour history, furthering the historical understanding of the conditions on labour and labouring people. Scholars from around 20 countries across the world have been participating in the Conferences on Labour History.

## Joint Advisory Committee

The Programme is advised and monitored by a Joint Advisory Committee, comprising of following members:

- Dr. H. Srinivas  
Director General, VVGNI
- Prof. Sumit Sarkar  
Retired Professor of Modern History, University of Delhi
- Shri. Pranav Khullar  
Director General, National Archives of India



- Dr. Ravi Vasudevan  
Senior Fellow, Centre for the Study of Developing Societies
- Prof. Madhavan K. Palat  
Editor-in-Chief, Collected Works of Jawaharlal Nehru, and Retired Professor of History,  
Jawaharlal Nehru University
- Dr. Indu Agnihotri  
Director, Centre for Women's Development Studies
- Dr. Prabhu P. Mohapatra  
Associate Professor Department of History, University of Delhi
- Dr. Rana P. Behal  
Association of Indian Labour Historians
- Dr. Chitra Joshi  
Association of Indian Labour Historians
- Dr. S.K. Sasikumar  
Senior Fellow, VVG NLI

**Centre Co-ordinator**

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## CENTRE FOR LABOUR AND HEALTH PROTECTION STUDIES

### Aims and Objectives

There has been growing informalisation of work over the years and more so in the developing countries. This has led to precarious and insecure forms of work on the one hand and on the other hand safety and protection systems designed for formal workplaces and workers are often inaccessible to informal workers. Thus greater health



risks without any safety nets is a growing issue as well as concern. Moreover, in many developing countries, governments have been compelled to limit welfare programmes including health services through public expenditure. This has further led to increased health insecurities and vulnerability for majority of the workers in the developing countries.

In India where a large number of people are poor and depend on the informal sector for their livelihood, providing horizontal equity in terms of health safety, protection as well as benefits becomes a challenge. In order to address these key issues of health safety and protection and its inter-linkages with the world of work, the Centre for Labour and Health Protection Studies has been set up in V.V. Giri National Labour Institute. This specialised Centre focuses on understanding and addressing emerging health challenges confronting workers in a globalised economy.

### Core Research Areas of the Centre

- New and precarious forms of employment and emerging health risks;
- Labour market transformations and its challenges to health security;
- Inequalities in access to public health care delivery systems;
- Social insurance and other safety nets for workers in the informal economy.

### Specific Researchable Issues include:

- Understanding the health insecurities in terms of occupational safety and health issues and lack of health protection benefits for workers in informal employment, migrant workers and women worker;
- Understanding the role of employers in terms of providing access to safe workplaces and health protection to workers;
- Understanding the role of trade unions in terms of securing safe working conditions and health benefits for workers in informal employment;
- Understanding the perceptions of workers with regard to their working conditions and health protection measures;



- Understanding the health related coping strategies of workers in informal employment and its impact on their life and livelihood.

## Research Advisory Group

The Centre is having the following distinguished persons as its RAG members for seeking guidance, orientation and direction for carrying out its various activities:

1. Prof. Ravi Srivastava, Former Professor, Jawaharlal Nehru University, New Delhi and currently Professor and Director, Centre for Employment Studies, Institute for Human Development, Delhi.
2. Prof Indrani Gupta, Professor and Head, Health Policy Research Unit, Institute of Economic Growth, New Delhi
3. Dr. Sakthivel Selvaraj, Director, Health Economics, Financing and Policy, Public Health Foundation of India, Delhi.
4. Dr. T K Joshi, Former Director, Centre for Occupational & Environmental Health, Lok Nayak Hospital, Delhi.
5. Shri Virjesh Upadhyaya, Chairman DTNBWE

### Centre Coordinator

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## CENTRE FOR GENDER AND LABOUR STUDIES

### Aim & Activities

Centre for Gender and Labour Studies has been set up with the objective of addressing and strengthening the understanding of gender issues in the world of work. Gender equality and empowerment of women has been the cornerstone of developmental policies of many countries across the globe and is critical towards achieving Sustainable Development Goals. Gender gap in labour force participation rates and unemployment rates are persistent



features of the global labour markets. These issues need to be addressed to ensure gender equity in the world of work which necessitates intensive efforts both at the academic and policy level.

Labour market gender gaps are more prominent in developing countries, and often exacerbated by gendered patterns in the occupational segregation with the majority of women's work being concentrated in a narrow range of sectors that remain vulnerable and insecure. These workers are mostly engaged in the informal employment as domestic workers, self-employed, casual workers, piece-rated workers, home based workers and migrants workers with low skills resulting in less earnings and low productivity. Further, the gender pay gap and wage differentials continue to be a severe concern that requires constant efforts from all the stakeholders. Apart from this, the contribution of women to the national economy is still subject to more under reporting and misrepresentation in comparison to the contribution of men. The conventional labour statistics provide a partial perception of reality as they are unable to capture women's work adequately. Given the challenges women are facing in the labour market and the gendered nature of labour markets, specific mechanisms are needed so that gender concerns are mainstreamed both at the formulation and at the implementation level by the policymakers. The promotion of gender equality and empowerment of women is fundamental for achieving the new targets of full productive employment; sustainability and social inclusion to mark the global goals on sustainable development.

For accomplishing inclusive development and substantive equity, awareness on policies, skill development, capacity building, social dialogue and empowerment through training and research would be some of major activities undertaken by the Centre for Gender and Labour Studies. Within this framework, the Centre for Gender and Labour Studies is set up to conduct policy oriented research, impart training, conduct workshops/seminars, consultancy work, publications etc on various dimensions related to gender in the world of work. The Centre also aims to promote inter-disciplinary research for informing public policy in emerging areas of gender and labour studies.

### Major Research Projects completed recently

- Training Module on Prevention of Sexual Harassment of Women at Workplace (Occasional publication-2017)
- ICT Imperatives to Bridge the Digital Divide: Gender Perspective



- Prospects for Youth Employment in Agriculture: Issues and Challenges
- Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT/ITES Industry
- Family Labour in Small Holding Plantation Sector: A Study with Special Focus on Women and Children in Selected Areas of South India
- Low Wages and Gender Discrimination: The Case of Plantation Workers in West Bengal
- Complexity in the Determination of Minimum Wages for Domestic Workers in India
- Unpaid Work and Time Use Patterns of Women Workers in North East India: Special Reference to Tripura
- The Equal Remuneration Act, 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act (Occasional publication-2019)
- ILO Study on Overview of Laws, Policies and Practices on Sexual Harassment and Violence Against Women Workers in South Asia (2019)



### Research Advisory Group

The Research Advisory Group of the Centre comprises of the following members:

1. Prof. Ratna M. Sudarshan, Former Director, Institute of Social Studies Trust, New Delhi
2. Ms. Chitra Chopra, Retd. IAS, New Delhi
3. Ms. Amarjeet Kaur, General Secretary, AITUC, New Delhi
4. Prof. Saraswati Raju, Former Professor, CSRD, JNU, New Delhi
5. Dr. Renuka Singh, Former Professor, CSSS, SSS, JNU, New Delhi
6. Ms. Indrani Mazumdar, CWDS, New Delhi

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## CENTRE FOR NORTH EAST INDIA

### Aim & Activities

The North Eastern Region (NER) of India constitutes 7.9 per cent of country's total geographical area and 3.8 per cent of total population of the country (Census, 2011). It stretches from the foothills of the Himalayas in the eastern range and is surrounded by Bangladesh, Bhutan, China, Nepal and Myanmar. It includes eight states- Arunachal Pradesh,



Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura. Troubled by history and geo-politics, the NER has remained one of the most underdeveloped regions of the country. Inadequate infrastructure and poor governance is combined with low productivity and market access.

NER constitutes 3.6 per cent of India's total workforce (2011–12). The labour scenario in the NER is quite unique compared to other regions of the country owing to a multitude of factors (including geographical, socio-economic and political). The region is marked by lower rate of industrialization and limited spread of modern service sector. The agricultural operations are also distinct (with the presence of unique systems like *jhuming*). Cultural ethos governing labour market participation is also different, which *inter alia* reflects on the distinctive composition of the labour force – across gender and social categories. Yet another important aspect is migration, which gets complicated due to several socio-political considerations – both in terms of internal migration of population (from within and outside the region) as well as in terms of influx of labourers across national boundaries.

It is in this context that the Institute has set up Centre for North East (CNE) in 2009 to carry out policy oriented research and conduct workshops/seminars and training on issues related to labour, employment and social protection in the North Eastern Region. The research and training areas are as follows:

### Core Research Areas of the Centre

- Employment and Unemployment Trends and Challenges
- Gender and Labour
- Migration and Development
- Social Security
- Health and Labour
- Livelihood Strategies



- Sectoral Analysis
- Skill Gap Studies
- Industrial Relations & Regulations
- Sociology of Labour & Workers' Movement

## Core Training Areas of the Centre

The target groups of the training programmes are labour officials, women workers and representatives from Central Trade Union Organisations, NGOs/Civil Societies, university students and researchers from the eight states of the region. Some of the themes of the training programmes of the Centre are indicated below:

- Fundamental of Labour Laws
- Skill Development & Employment Generation
- Good Governance through Labour Administration and Labour Inspection
- Understanding Labour Market & Employment Opportunities
- Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers
- Leadership Development Programme for Trade Union Leaders
- Social Protection and Livelihood Security
- Effective Enforcement of Labour Laws in Unorganised Sector
- Labour Market, Employment and Social Protection Issues in North East
- Gender, Poverty and Employment
- Sociology of Labour & Globalisation
- Development Schemes as an instrument for Social protection
- Promoting Entrepreneurship through Skill Development

## Completed Research Projects

- North East Migrants in Delhi: A Socio-economic Study
- Social Security of Handloom Weavers in Manipur
- Livelihood Security and Social Protection of Tea Plantation Workers in Assam
- Social Protection and Labour Market in North East India
- Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in Hazardous Occupations in East and West Jaintia Hills Districts of Meghalaya
- Skill Development of Youth in North East India: Way Forward
- MGNREGS in Tripura: A Study on Efficiency & Equity
- Migrant and Trafficked Children in Hazardous Employment: The Case of Nagaland
- Expansion of Natural Rubber Cultivation in Tripura: Impact on Landholding, Employment and Income
- Work Participation and Time-use Pattern of Women in Rural Arunachal Pradesh
- Migration from North-East to Urban Centres: A Study of Delhi Region
- Valuing Life in a Regulated Labour Market: A Study on Tea Plantations in Assam, India



- Employment Situation in North Eastern Region of India: Recent Trends and Emerging Challenges
- Growth, Composition and Determinants of Rural Non-Farm Employment in North East India

## Collaborations

The Centre conducts training programmes, workshops and seminars in collaboration with various institutes in the North East, namely Mohanlal Sukhadia University, Udaipur; Manipur University; North East Hill University; Indira Gandhi National Tribal University-Regional Campus Manipur; Dhanamanjuri Community College, Dhanamanjuri University, Imphal; Tata Institute of Social Sciences, Guwahati; Tripura University; Rajiv Gandhi University, Itanagar; Tezpur University; Indian Council for Social Science Research, Shillong; Mizoram University; Dibrugarh University; Sikkim University; Centre for the Study of North East India, JNU; Centre for North East Studies and Policy Research, Jamia Millia Islamia; Delhi University.

## Research Advisory Group

The Research Advisory Group of the Centre comprises of the following members:

- Prof. Tiplut Nongbri, Professor, Jamia Millia Islamia
- Prof. Bhagat Oinam, Professor, Jawaharlal Nehru University
- Prof. Mahendra P. Lama, Professor, Jawaharlal Nehru University
- Prof. Amitabh Kundu, Professor, Jawaharlal Nehru University

### Centre Coordinator

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## CENTRE FOR CLIMATE CHANGE AND LABOUR

### Aim & Activities

The impact of climate change is of global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, its impact becomes much more critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, this centre was set up in the year 2010. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods.

### Core Research Areas

- Understanding inter-linkages between climate change, labour and livelihoods;
- Employment Challenges of Climate Change and transition to 'Green Jobs';
- Assessment of livelihood adaptation and mitigation strategies to climate variability and change at the macro, meso and micro level;
- Climate change and its impact on migration and
- Impact of climate change on natural resources, forests and commons.
- Code on Wages

### Specific Researchable Issues include

- Effect of climate change on the livelihoods of vulnerable workers engaged in subsistence farming, informal economy, tourism sector, coastal fishing/salt/farming community and indigenous forest dependent scheduled tribes;
- Role of employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Impact of climate change on food security through its linkage with reduction in agriculture production and productivity caused by prolonged droughts, floods and highly erratic monsoon;
- Role of NREGA in protecting livelihood security and adapting to climate change;
- Climate Change and Gender;
- Climate Change and its impact on accelerating migration processes;
- Understanding local perceptions on climate impacts, local coping capacities, and existing adaptation strategies.
- Capacity building and orientation programmes for various stakeholders about the science of climate change, its potential impact and about various adaptation and mitigation strategies.

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## NETWORKING (INTERNATIONAL AND NATIONAL)

### Aim & Activities

V.V. Giri National Labour Institute is mandated to forge professional collaborations with major international and national institutions involved with labour and related issues.

### International Collaboration

The Institute has over the years forged collaborations with international institutions like International Labour Organisation (ILO), United Nations International Children's Emergency Fund (UNICEF), World Health Organisation (WHO), United Nations Development Programme (UNDP), International Institute for Labour Studies (IILS) etc. for undertaking various research and training activities. In the recent past, a number of innovative initiatives have been taken not only to strengthen



the collaborations with organizations like ILO, UNDP and UNICEF but also to forge new and long-term collaborations with institutions like Japan Institute of Labour Policy and Training (JILPT), Korea Labour Institute (KLI), International Organisation for Migration (IOM) and International Training Centre (ITC), Turin of International Labour Organisation (ILO), National Institute of Labour Studies of Sri Lanka, UN Women, IGK Work and Human Lifecycle in Global History, Humboldt University, Germany and Centre for Modern Indian Studies, University of Gottingen, Germany. The major areas of collaborations include: Child Labour: Labour Migration, Social Security, Gender Issues, Skill Development, Labour History, Decent Work and Training Interventions related to Labour.

The Institute is also currently empanelled as a training institution for organizing international training programmes under the ITEC scheme of the Ministry of External Affairs, Govt. of India. Since empanelment in 1999, the institute has conducted so far 97 training programmes with participation of 2260 trainees from 123 countries.

V.V. Giri National Labour Institute (VVG NLI) has signed a Memorandum of Understanding (MoU) with International Training Centre (ITC) of International Labour Organisation (ILO) Turin on 28<sup>th</sup> November 2018 extending the collaboration for another five years for professional collaboration. The MoU envisages to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organisations will work together in areas of mutual interest for activities, inter alia, related to (i) organising collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. Such a collaboration is expected to result in upgradation of technical capacities of both the institutions in responding to the challenges emanating from transformations in the world of work. Through this collaboration, VVG NLI aims to evolve itself as a training institution for



the Asia and the Pacific region to begin with and developing it further as an internationally acclaimed centre of excellence in training on labour and related issues. During 2017 – 18, under MoU with ILO- ITC, Turin, the institute conducted 08 specialised training programmes for the officials of Islamic Republic of Afghanistan.

The Institute is committed to sustain international networking and hopes to forge more long term collaborations with leading international institutions, especially in relation to undertaking collaborative research and training activities, promoting faculty exchange programmes, and organising international/regional workshops and seminars.

## **National Collaborations**

The Institute has a MoU with reputed Institutions like the Indian Institute of Management, Lucknow (IIM-L); National Institute of Rural Development & Panchayat Raj, Hyderabad (NIRD&PR); Tata Institute of Social Sciences, Guwahati (TISS-G); Centre for Studies in Social Sciences, Kolkata etc. for conducting training and research in the various facets of labour. The Institute also conducts collaborative training programmes with Mahatma Gandhi Institute of Labour Studies, Mumbai; Mahatma Gandhi Labour Institute, Gandhinagar; Gandhigram Rural Institute, Tamil Nadu; Tripura University; State Labour Institute of Odisha, Kerala, West Bengal, Bihar etc. for different social partners and stakeholders in different areas of labour, skill development, employment etc.

The training and research programmes conducted alongwith the International and National Institutions are theme specific conducted by the faculty of different centres

For any further information, please contact:

**Director General, VVG NLI** (dg.vvgnli@gov.in)

## N.R. DE RESOURCE CENTRE ON LABOUR INFORMATION (NRDRCLI)

N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the area of labour studies in the country. The Centre was renamed in memory of late Shri Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.



### Physical Achievements

**Books/Journal/Services** - The library has acquired 08 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2020 to October 2020, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs/ Posters/banners/clippings/panels etc. to **65527**. The library regularly subscribed to **148** professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

### Products

The library provides following products in printed forms to users populations;

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 120 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

### Maintenance of specialized resource centre

The following two specialized resource centers have been created and maintained for reference purpose:

- National Resource Centre on Child Labour
- National Resource Centre on Gender Studies

### For further information and details, please contact:

**Shri S.K. Verma**

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# PUBLICATIONS

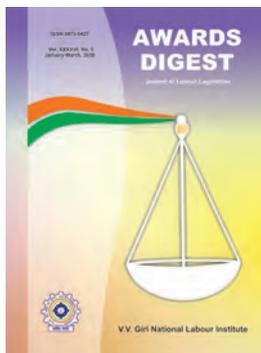
VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

## Labour & Development

*Labour & Development* is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.



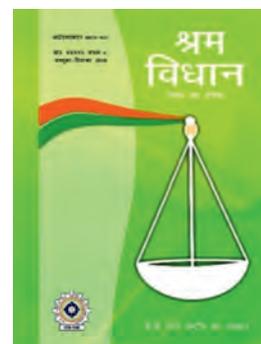
## Awards Digest: Journal of Labour Legislation



*Awards Digest* is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

## Shram Vidhan

*Shram Vidhan* is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



## Indradhanush



It is a bi-monthly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshop, seminar etc.

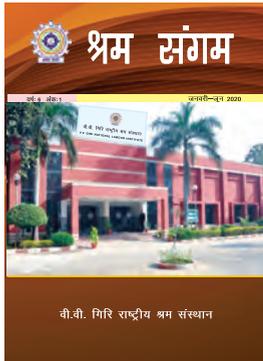
The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.

## Child Hope

*Child Hope* is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.



## Shram Sangam

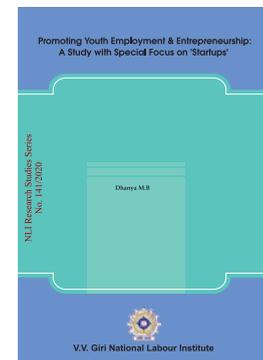


*Shram Sangam* is a biannual official language magazine brought out by the institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from poems, essays and stories written by the employees, it contains informative and motivational articles on art & culture, science, current events, sports, and biographies of great men/authors.

## NLI Research Studies Series

The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 142 research publications in this series. The recent NLI Research Studies Series include:

- 139/2019 Rural Industrialisation and Options for Self Employment in Rural Areas – *Dr. Poonam S. Chauhan and Dr. Shashi Bala*
- 140/2019 Youth and the Labour Market landscape in India: Issues and Perspectives – *Dr. S.K. Sasikumar*
- 141/2020 Promoting Youth Employment & Entrepreneurship: A Study with Special Focus on 'Startups'- *Dr. Dhanya M.B*
- 142/2020 Implementation of The Equal Remuneration Act, 1976 – *Dr. Shashi Bala*



## VVGNI Policy Perspectives



*VVGNI Policy Perspectives* focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future.

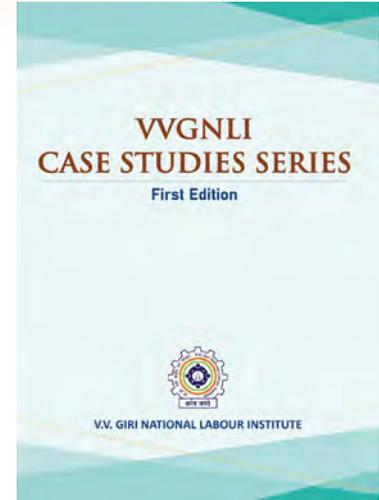
- Special Issue on Social Security for Labour in India
- Enhancing the Developmental Payoffs of Remittance Flows: A Migrant Centric Approach – *Dr. S.K. Sasikumar*
- Towards Strengthening the Role of Employers in Skill Development – *Santosh Mehrotra*
- India's Code on Wages – Ensuring Sustainable & Inclusive Growth- *Dr. H Srinivas*
- New Labour Codes - Putting India on a High Growth Trajectory – *Dr. H Srinivas*



## VVGNLI Case Studies Series, 2020

Case Studies are one of the most powerful training tools. The Institute uses case studies in its training interventions to equip the participants with the blend of cognitive and problem solving skills to analyse and respond to the transformations in the world of work. Accordingly, the Institute's faculty are involved in the preparation of case studies based on their research interests and domain expertise.

The first ever compilation of Case Studies developed at the Institute, **VVGNLI Case Studies Series** was released in 2020. This compendium includes case studies of some of the important areas of labour and related issues.



- Good Practices on International Labour Migration Governance: Case Study of India's eMigrate – *Dr. S.K. Sasikumar*
- Addressing Child Labour in general and in the context of COVID 19 Pandemic Disaster: Case Study of Girl Child Domestic - *Dr. Helen R. Sekar*
- Case Study on Role of Proper Appreciation of Facts and Credence of Conciliation Officer in Effective Conciliation of Industrial Disputes – *Dr. Sanjay Upadhyaya*
- Good Practices on Health Protection for Workers in Informal Employment -The Case Study of Rashtriya Swasthya Bima Yojana -*Dr. Ruma Ghosh*
- Good Practices and Lessons Learnt from the Vocational Training Improvement Project - *Dr. Anoop K. Satpathy*
- Maternity Protection: A Case Study – *Dr. Shashi Bala*
- The Exposure Dialogue Programme (EDP) – *Dr. Ellina Samantroy*
- Pension for Unorganised Workers: A Case Study of Pradhan Mantri Shram Yogi Maandhan (PM-SYM) – *Dr. Otojit Kshetrimayum*
- Skill Training of Rural Poor Youth for Employment and Livelihood Enhancement: Cases from Field Interactions - *Mr. Priyadarsan AmitavKhuntia*
- Experience of SEWA & Kudumbashree: Social Security Floor – *Dr. Dhaniya MB*
- Case Study on Emergence of Gandhi as a Leader - *Dr. Ramya Ranjan Patel*
- Protecting the Un-protected: A Case Study of Mathadi Model for Social Security of Unorganised Workers - *Dr. Manoj Jatav*

**For further information and details, please contact:**

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Tel No.: 0120-2411022

## MAJOR ACHIEVEMENTS

A National-level Webinar on **COVID-19: Protect children from child labour, now more than ever!** was organised on June 12, 2020 jointly with the Ministry of Labour & Employment, International Labour Organisation DWT/CO India and Kailash Satyarthi Foundation to observe the World Day Against Child Labour (WDACL).

The objective of this Webinar on the World Day Against Child Labour was to gain further support of the Government, ILO social partners, media, civil society organizations, youth groups, women's groups and others in the campaign against child labour. This Webinar focused on the impact of COVID-19 crisis on child labour, which is reflected in the title. The Webinar was inaugurated by **Shri Santosh Kumar Gangwar**, Hon'ble Minister for Labour & Employment (Independent Charge). **Shri Kailash Satyarthi**, Nobel Peace Laureate, addressed the participants. **Shri Heeralal Samariya**, Secretary, MoLE, presided over the inaugural session. **Ms. Dagmar Walter**, Director, ILO India, **Ms. Kalpana Rajsinghot**, Joint Secretary, MoLE, and **Dr. H Srinivas**, Director General, V.V.Giri National Labour Institute, addressed the participants at the Inaugural Session of the Webinar.



**Mr. G. Asok Kumar**, Additional Secretary, & Mission Director at National Water Mission, Ministry of Water Resources, River Development and Ganga Rejuvenation (MoWR, RD & GR), **Mr. Insaf Nizam** (ILO Specialist on Child Labour), **Ms. Manali Shah**, National Secretary, Self Employed Women's Association (SEWA), **Mr. Sanjay Bhatia**, Member, Executive Committee, AIOE. **Prof. Faizan Mustafa**, Vice-Chancellor, NALSAR, Hyderabad, **Shri Priyank Kanoongo**, Chairperson, NCPDR and **Shri B. L. Soni**, DGP, Rajasthan, were the resource persons. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI, Coordinated this Webinar.

V.V. Giri National Labour Institute organised **National-Level Webinar on Labour Migration: Issues and Way Forward** on September 15, 2020. The Workshop deliberated important issues like: How effective are the existing secondary sources of data in India in capturing all forms of labour migration flows? What are the recent trends and patterns of labour migration streams across space and over time? How do labour regulations and public employment programmes (like MGNREGA) affect different types of migration flows? What are the major vulnerabilities encountered by the migrant workers, particularly short-term and circular migrants, in the aftermath of the COVID-19 pandemic? How far have the measures taken by different stakeholders been effective in mitigating the insecurities of the migrant workers? and How do we situate the intersection of labour migration and future of work at a time of rapid

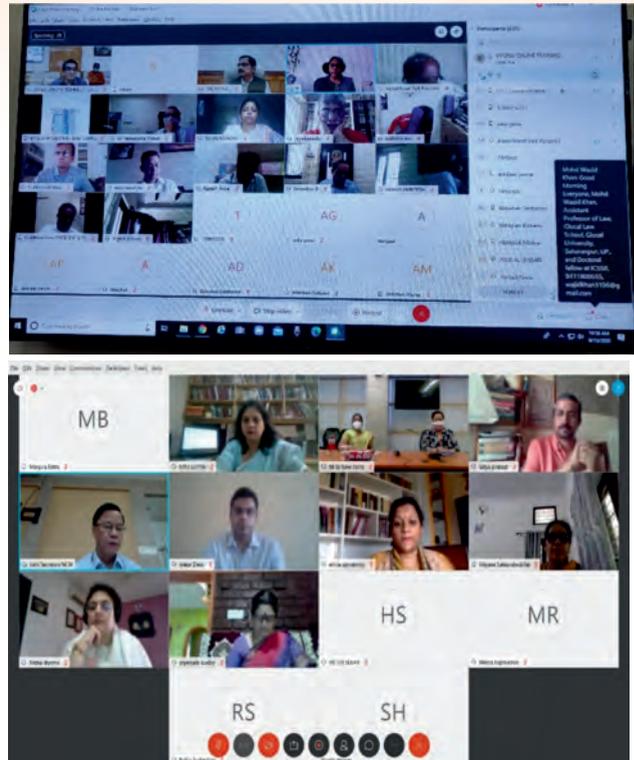
change, uncertainty and disruption?. The Webinar was attended by 318 participants representing Central Government, State Government, Trade Unions, Employers Organisations, Civil Society Organisations and Academic Institutions.

The National Commission for Women (NCW) in collaboration with the V.V.Giri National Labour Institute (VVGNI) and the National Law University, Delhi (NLU) organized the fifth regional consultation on female labour force participation on **9<sup>th</sup> July 2020**. The consultation was organized through digital platform due to the ongoing COVID-19 pandemic. The consultation was inaugurated by **Ms Rekha Sharma, Chairperson, NCW. Ms. Meeta Rajivlochan, Member Secretary, NCW** delivered the welcome address.

**Prof (Dr.) Ranbir Singh, Hon'ble Vice-Chancellor of the National Law University Delhi (NLU)** delivered his Presidential address. **Mr. Priyank Kanoongo, Chairperson of NCPDR** delivered a special address in the consultation. The consultation deliberated upon key concerns related to Female Labour Force Participation in India, impact of Existing Legislations on Women Worker and impact of Child Protection Policies on Female Labour Force participation and Policy Perspectives for addressing declining FLFP. The consultation provided a recap for the previous consultations conducted in four regions of the country (Gujarat, Chandigarh, Bangalore, Assam and Cuttack). The programme was attended by participants representing the government particularly from the NCW, VVGNI, State Commission for Women, State commission for protection of child rights, senior government officials, representatives from UNICEF, civil society representatives, scholars from universities and research institutions, legal experts, faculty and students from NLU also attended the consultation. **Dr Helen R. Sekar**, Senior Fellow, VVGNI and **Dr. Ellina Samantroy**, Fellow VVGNI made a presentation at the event. **Dr. Ellina Samantroy** also co-ordinated the event along with the NCW, New Delhi.

National-level Online Training Workshop on '**PENCIL Portal**' for the Chairpersons of NCLP was conducted on September 17, 2020. The objectives of this workshop were to: highlight diligent marking of online attendance on PENCIL portal; emphasize on stipend module on PENCIL portal; registration of DSC; Beneficiary Validation, and other related aspects. The purpose was to enable release of stipend to the beneficiaries and to discuss the challenges with regard to uploading of on-line attendance on PENCIL portal, registering DSC, beneficiary data, QPRs, APRs, survey reports, etc. by the NCLP Districts.

**Shri Heeralal Samariya**, Secretary, Ministry of Labour and Employment, GoI, Inaugurated the Workshop and delivered the inaugural address. **Dr. H Srinivas**, Director General, VVGNI welcomed the participants and set the text of the workshop. **Ms. Kalpana Rajsinghot**, Joint Secretary, MoLE chaired the Technical session on the theme 'Operational Challenges: An Overview'. Officials of the Child Labour Division, MoLE made a presentation on different



aspects of PENCIL Portal and the district-specific challenges. **Dr. Helen R. Sekar**, Senior Fellow, VVG NLI, moderated the interactive session, anchored and coordinated this National Training Workshop.

A National level online Training Workshop on 'SAMADHAN' Portal (Software Application for Monitoring, Disposal and Handling the Apprehended/Existing Industrial Disputes) was conducted on 17<sup>th</sup> September 2020. The Portal was developed to address the problems of delay in finalizing the industrial disputes and ensure early dispensation of Justice.

The workshop was inaugurated by Shri **Heeralal Samariya, Secretary, (L&E)**. In his inaugural address, he stressed on the welfare of workers through timely settlement of grievances and industrial disputes. **Shri D.P.S Negi**, CLC & SLEA in his address advised labour officials to settle industrial disputes in time. **Ms. Kalpana Rajsinghot**, Joint Secretary, MoLE elaborated the functioning of the SMADHAN Portal. **Dr. H. Srinivas**, Director General, VVG NLI in his welcome address stressed that 'justice delayed is justice denied' and that industrial disputes should be settled in time. The workshop was attended by all the officials of Chief Labour Commissionerate posted in the different parts of the country. Dr. Sanjay Upadhyaya, Senior Fellow, VVG NLI coordinated the workshop.



The Centre for Agrarian Relations, Rural and Behavioural Studies, V.V. Giri National Labour Institute, Noida, in collaboration with Centre for Study of Social Exclusion and Inclusive Policy Gandhigram Rural Institute, Gandhigram, Tamil Nadu organized three days National Webinar on, 'Skill Development for Tribal and Rural Youth: Inclusion and Opportunities'. This workshop provided an opportunity and a platform for Academicians; Researchers; Officials from PRIs; NGO & trade union representative; Skill Development Institutions to discuss the opportunities and challenges of tribal and rural youth's need of skill development in India with a focus on government policies and programs paving a way for their inclusion and well-being. Sub themes of the workshop were to: (i) skill development challenges faced by tribal and rural youth; (ii) skill development opportunities for tribal and rural youth; (iii) promoting entrepreneurship through Skill development of tribal and rural youth; (iv) discuss inclusion policies pertaining to Skill development for tribal and rural youth; (v) Government, civil society and private sector initiatives in enhancing tribal and rural youth through inclusive and meaningful skill development. The workshop was Inaugurated by **Dr. H. Srinivas**, Director General, VVG NLI and attended by seventy two participants. **Dr. Shashi Bala**, Fellow was the Course Director.



## ORIENTATION, ADVOCACY AND DISSEMINATION

The Orientation, Advocacy and dissemination of relevant information about various programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched by the government to benefit the disadvantaged people and backward regions. Ministry of Labour and Employment and other concerned ministries and organisations request the V.V. Giri National Labour Institute from time to time to be part of such orientation advocacy and dissemination activities. The Institute had participated in large advocacy and dissemination activities such as **Rise in Haryana at Hansi, Haryana; Sanrachna- 2019 at Kathua, J&K and Destination Gujarat at Surendranagar, Gujarat** to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people. The Institute, while participating in such activities, primarily focuses on disseminating the information related to Institute's training and other professional activities and also provide technical inputs on different aspects of labour like employment; skill development; social security National career portal; labour; child labour; gender and work; rural and agricultural labour etc. The Institute also displays all its major publications in such events.

Due to COVID-19 pandemic in the country and as per the guidelines of the Government for safety, health and welfare of all citizens of the country and to maintain social distancing, no such programmes have been held wherein the Institute could participate.



### Coordinator

**Shri P. Amitav Khuntia**

Associate Fellow

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**LABOUR  
ADMINISTRATION  
PROGRAMMES**

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## Recent Initiatives towards Codification of Labour Laws in India

<b>Aim</b>	The programme aims at discussing the key features of labour codes which have important for all the stake-holders, all the more in the newly emerging labour and employment scenario in the country.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To provide an understanding of the need and the context of codification of the labour laws in India</li> <li>• To discuss critically, the broad scheme and key features of various codes</li> <li>• To discuss the implications of labour codes on labour market in India</li> <li>• To discuss the perspectives of various stakeholders on the provisions of these labour codes</li> </ul>
<b>Course Profile</b>	Labour Code on Wages, Labour Code on Industrial Relations, Labour Code on Social Security, Labour Code on Occupational Safety, Health and Working Conditions and Compliance Mechanism.
<b>Methodology</b>	Lectures, groups discussions and experience sharing and panel discussion.
<b>Participation Level</b>	Officials from the Central and State Labour Departments, Representatives of Central Trade Unions, Employers' Organisations and Researchers
<b>Faculty</b>	Experienced and eminent persons from Labour Administration, Trade Unions and Academics.
<b>Duration</b>	October 04-07, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vgnli@gov.in

## Understanding New Labour Codes and Rules

<b>Aim</b>	The programme aims at equipping the participants with the broad scheme and key features of various labour codes
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To provide an understanding of the need and context of labour law codification</li> <li>• To provide an understanding of the human rights and constitutional framework of various labour codes</li> <li>• To discuss the broad scheme and key features of various labour codes</li> </ul>
<b>Course Profile</b>	Constitution and human rights; Framework of various labour codes; The Labour Code on Wages, 2019; Labour Code on Industrial Relations; Labour Code on Occupational Safety, Health and Working Conditions; Labour Code on Social Security
<b>Methodology</b>	Lectures, group discussions and presentations
<b>Participation Level</b>	Labour Enforcement Officials from Central and State Labour Departments
<b>Faculty</b>	VGNLI Faculty, Senior Office Bearers from Central Trade Union Organisations and Employers Organisations, Senior Labour Administrators
<b>Duration</b>	June 01-03, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vgnli@gov.in

## Strengthening Awareness on Labour Codes

<b>Aim</b>	The programme aims at enhancing enforcement competence and skills of Enforcement Officers.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To have an understanding of the context of labour legislations.</li> <li>To have knowledge of substantive as well as procedural contents of different labour laws.</li> <li>To develop understanding with regard to new directions in labour laws and judicial interpretations.</li> <li>To explore ways for optimum utilization of existing resources.</li> <li>To identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures.</li> </ul>
<b>Course Profile</b>	Constitution and Labour, Substantive and procedural aspects of select labour laws, Recent labour jurisprudence and Techniques of enforcement .
<b>Methodology</b>	Lectures, groups discussions and experience sharing and panel discussion.
<b>Participation Level</b>	Labour Enforcement Officers and Labour Inspectors from Central and State Govts and UTs.
<b>Faculty</b>	Experienced and eminent persons from Labour Administration, Trade Unions and Academics.
<b>Duration</b>	May 17-21, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vgnli@gov.in

## Capacity Development Programme on Code on Wages 2019

<b>Aim</b>	The programme aims at developing capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and businesses.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>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;</li> <li>Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;</li> <li>Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;</li> <li>Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and</li> <li>Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Officials of State Labour Departments and CLC(C), representative of trade unions and employer's association
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	April 26-29, 2021, March 21-24, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vgnli@gov.in



## Effective Labour Law Enforcement

<b>Aim</b>	The programme aims at enhancing enforcement competence and skills of Enforcement Officers.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To have an understanding of the context of labour legislations.</li> <li>To have knowledge of substantive as well as procedural contents of different labour laws.</li> <li>To develop understanding with regard to new directions in labour laws and judicial interpretations.</li> <li>To explore ways for optimum utilization of existing resources.</li> <li>To identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures.</li> </ul>
<b>Course Profile</b>	Constitution and Labour, Substantive and procedural aspects of select labour laws, Recent labour jurisprudence and Techniques of enforcement .
<b>Methodology</b>	Lectures, groups discussions and experience sharing and panel discussion.
<b>Participation Level</b>	Labour Enforcement Officers and Labour Inspectors from Central and State Govts and UTs.
<b>Faculty</b>	Experienced and eminent persons from Labour Administration, Trade Unions and Academics.
<b>Duration</b>	January 03-07, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vvgnli@gov.in

## Orientation Programme on the Code on Social Security, 2020

<b>Aim</b>	The programme aims at equipping the participants with a broad understanding of the key features of the Code on Social Security, 2020.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Discuss the major objectives and features of the SS Code.</li> <li>Analyse the various social security schemes under the Code with reference to organised and unorganised sector, the coverage and registration processes for each of the benefits.</li> <li>Discuss the role of the different social security organization/bodies to administer the social security schemes and penalty provisions for different offences.</li> <li>Understand the reforms/changes that have been made in the Code and how the reforms will address the issues of the workers and also how the Code will impact the employers on their businesses.</li> </ul>
<b>Course Profile</b>	Understand the various social security schemes with reference to organised and unorganised sector; Understand the reforms in the Code and the impact on workers and employers.
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies.
<b>Participation Level</b>	Labour Enforcement Officials from Central and State Labour Departments
<b>Faculty</b>	Faculty members from V.V. Giri National Labour Institute and external faculty from Central Trade Unions, Employers Organisations, and Senior Labour Administrators.
<b>Duration</b>	June 01-04, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vvgnli@gov.in

## Towards Generating Quality Employment: Challenges and Options

<b>Aim</b>	Employment, both in terms of quantitative and more pertinently qualitative dimensions, assumes centrality in contemporary public policy. While employment generation remains a crucial long term policy goal, it is now emerging as one of the most important catalysts for rejuvenating economic growth. Provision of quality employment remains the surest means for providing social security and tackling insecurities. It is in this context that this programme addresses various dimensions related to generation of quality employment as a means to achieve the national goal of sustainable and inclusive growth.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Examine the linkages between employment, economic growth and development</li> <li>• Analyse emerging trends in employment</li> <li>• Share good practices on quality employment generation</li> <li>• Discuss strategies to evolve quality employment as a catalyst for achieving the national goal of sustainable and inclusive growth.</li> </ul>
<b>Course Profile</b>	Employment, Growth and Development; Emerging Trends in Employment; Key Pillars of Quality Employment Generation; Good Practices in Employment Generation; Employment Centered Macro Economic Policy.
<b>Methodology</b>	Lectures, Group Discussions and Case Studies.
<b>Participation Level</b>	Government officials concerned with employment issues; Representatives from trade unions, employers' associations and civil society organisations engaged in the issues related to employment generation; Researchers specialising on employment and related areas.
<b>Faculty</b>	Faculty members from the Institute, senior level labour administrators and key functionaries of trade unions and employers' associations.
<b>Date</b>	April 05-09, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vgnli@gov.in

## Technology and New Forms of Employment

<b>Aim</b>	Current technological transformations, driven chiefly by digital technology, have far reaching impacts and implications for employment and employment relations. Available evidence indicates that effects of technology and digital expansion on the nature of work and work relations are diverse across the world. Technological changes have given rise to new forms of employment and is also expected to considerably influence the evolving contours of work and work relations in future. It is in this context that this training programme aims to enhance our understanding on the pattern of technological developments and its implications for new forms of employment and future of work.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Trace the technological changes and its impacts and implications for work and work relations</li> <li>• Examine the characteristics and processes of new forms of employment</li> <li>• Understand the implications of new forms of employment for labour regulations</li> <li>• Identify policy trajectories to respond to the changing forms of work and work relations.</li> </ul>
<b>Course Profile</b>	Technological Changes; New Forms of Employment; Labour Regulations and New Forms of Employment; New Practices in Managing Work and Work Relations.
<b>Methodology</b>	Lectures; Interactive Sessions; Discussions; and Case Studies.
<b>Participation Level</b>	Government officials concerned with employment issues; Representatives from trade unions; employers' associations; and civil society organisations engaged in the issues related to employment generation; Researchers specialising on employment and related areas.
<b>Faculty</b>	Faculty members from the Institute and external faculty from leading universities; major research institutions and concerned government departments.
<b>Date</b>	October 04-07, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vgnli@gov.in



## Future of Work: Navigating Transformations Effectively

<b>Aim</b>	Driven by various mega trends – technological advancements, demographic transition and globalisation – the world of work has been experiencing massive transformations in the last two to three decades. In this crucial and evolving phase of the world of work, COVID-19 heralds unprecedented challenges, particularly in terms of even safeguarding jobs and incomes of the people. Nuanced understanding and analysis of the ongoing transformations in the world of work, on the one hand, and the ramifications of the COVID-related crisis in the labour and employment scenario, on the other, help us to identify some of the major pathways that may be navigated by the public policies related to labour in order to ensure a favourable and brighter future of work. It is also very obvious that we need collective action and proactive involvement of all concerned stakeholders, ranging from the government, employers and trade unions to researchers and civil society organisations, to respond to the challenges of change. It is against this background that the V.V. Giri National Labour Institute is organising this training programme on the 'Future of Work: Navigating Transformations Effectively' with the following specific objectives.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Analyse the major contours of the future of work</li> <li>Trace technological changes and their impacts on and implications for work and work relations</li> <li>Examine the major labour market implications of COVID-19 and assess the responses of various stakeholders</li> <li>Delineate the components of the major pathways to ensure a brighter and equitable future of work.</li> </ul>
<b>Course Profile</b>	Transformations in the World of Work; Technological Changes and Jobs; Labour Regulations and New Forms of Employment; COVID and Labour; Future of Work.
<b>Methodology</b>	Lectures; Interactive Sessions; Discussions; and Case Studies.
<b>Participation Level</b>	Government officials concerned with employment issues; Representatives from trade unions; employers' associations; and civil society organisations engaged in the issues related to employment generation; Researchers specialising on employment and related areas.
<b>Faculty</b>	Faculty members from the Institute and external faculty from leading universities; major research institutions and concerned government departments.
<b>Date</b>	April 19-22, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vvgnli@gov.in

## Laws Relating to Equality and Empowerment of Women

<b>Aim</b>	The programme aims at enhancing enforcement competence and skills of Enforcement Officers pertaining to women employees
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss gender issues in labour</li> <li>To develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women workers.</li> <li>To develop strategies for effective enforcement of laws related to women workers.</li> </ul>
<b>Course Profile</b>	Gender Issues in Labour, Laws related to women at workplace i.e. Equal Remuneration Act, Maternity Benefit Act, Workmen Compensation Act etc, Sexual Harassment at Workplace
<b>Methodology</b>	Lectures, individual and group exercises, case-studies and experience sharing
<b>Participation Level</b>	Labour Officers from Central and State Governments and UTs
<b>Faculty</b>	V.V.G.N.L.I. faculty, Experts from the field
<b>Date</b>	May 03-07, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgnli@gov.in

## Good Governance through Labour Administration and Labour Inspection

<b>Aim</b>	The programme aims at enhancing enforcement competence and skills of Enforcement Officers.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>to have an understanding of the context of labour legislations in North-East</li> <li>to have knowledge of substantive as well as procedural contents of different labour laws</li> <li>to develop understanding with regard to new directions in labour laws and judicial interpretations</li> <li>to explore ways for optimum utilization of existing resources</li> <li>to identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures.</li> </ul>
<b>Course Profile</b>	An overview of labour and employment trends in the North East, Constitution and labour, Substantive and procedural aspects of select labour laws, Recent labour jurisprudence and Techniques of enforcement.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Labour Officials from State Governments
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	January 10-14, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vvgni@gov.in

## Making Conciliation Effective

<b>Aim</b>	The course aims at equipping conciliation officers to appreciate the contemporary industrial relations scenario and nature of issues for conciliation along with developing behavioural skills required for effective conciliation
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Understand the contemporary industrial relations scenario</li> <li>Facilitate a better appreciation of the nature of issues for conciliation</li> <li>Critically analyse the provisions and the relevant case laws of industrial relations legislation pertaining to the conciliation process</li> <li>Develop behavioral skills necessary for effective conciliation</li> </ul>
<b>Course Profile</b>	Fundamentals of labour laws with specific emphasis on provisions of the Code on Industrial Relations, 2020; Problems of delay in conciliation proceedings; Inputs from behavioural sciences to deal with the process of conciliation effectively; Recent trends of law in the field of conciliation; Attitude of employers/unions towards conciliation
<b>Methodology</b>	Lectures, group discussions and experience sharing and workshop on drafting of various statutory reports
<b>Participation Level</b>	The Conciliation Officers appointed as per provisions of Industrial Disputes Act, 1947 from Central Government and State Governments
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions
<b>Duration</b>	April 12-16, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in



## Quasi-Judicial Authorities: Role and Functions

<b>Aim</b>	The programme aims at strengthening competence for discharging quasi-judicial role.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To develop conceptual framework for discharging quasi-judicial functions in the context of present socio-economic scenario.</li> <li>To discuss problems of quasi-judicial authorities</li> <li>To appreciate emerging trends in labour laws and judicial interpretations.</li> <li>To have the understanding of relevant areas of Constitutional Law and Administrative Law.</li> </ul>
<b>Course Profile</b>	Roles and duties of quasi-judicial officers under various Labour enactments, problems in discharging quasi-judicial role and ways and means to solve those problems, principles of natural justice and recent labour jurisprudence.
<b>Methodology</b>	Lectures, group discussions and experience sharing
<b>Participation Level</b>	Quasi-Judicial Officers from Centre and State Governments and UTs
<b>Faculty</b>	Senior & Experienced Officials from Labour Department and Institute's faculty.
<b>Duration</b>	September 06-09, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vvgnli@gov.in

## Ensuring Safety, Health and Welfare at Workplace

<b>Aim</b>	This training programme aims at enhancing the understanding and capabilities of Officers from the Inspectorate of Factories under State Labour Departments, to ensure Occupational Safety and Health (OSH) in workplaces.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Provide an insight on the international standards and norms in the area of Occupational Safety and Health (OSH)</li> <li>Understand the existing legal instruments and policies on Occupational Safety and Health (OSH) in the Indian context</li> <li>Understand the safety and hazard management norms in factories.</li> <li>Understand the policy options in the Indian context through the recent Occupational Safety, Health and Working Conditions Code, 2020</li> </ul>
<b>Course Profile</b>	Understanding basics of safety in factories, provide insight on hazard management in factories, sharing experiences and best practices; capacity building for initiating safety and health at workplace.
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies.
<b>Participation Level</b>	Officers from the Inspectorate of Factories under State Labour Departments
<b>Faculty</b>	VVGNLI Faculty, experts in the area
<b>Duration</b>	July 05-09, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vvgnli@gov.in

## Future of Work and Social Protection of Workers

<b>Aim</b>	The growing diversification of work arrangements has become a distinct feature of today's labour markets. Over the years it has been seen that automation and digitalization have transformed several traditional forms of employment and also led to the emergence of several new forms of employment, such as the 'platform' economy. As the world of work continues to evolve, shaped by global trends such as digitalisation, automation and globalisation, as well as socio-demographic changes, social protection systems will need to adapt to changing contexts and demands. While some emerging work and employment arrangements may provide greater flexibility for workers and employers, they may lead to significant gaps in social protection coverage. It is therefore necessary to strengthen and adapt social protection systems for a changing world of work. More than ever, they have a key role in preventing poverty, reducing inequality, enhancing income security and enabling workers and their families better to navigate work and life transitions.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Trace the transformations in the labour market and understand its implications in terms of social protection of workers;</li> <li>• Understand the innovative policy responses that countries have put forward to better adapt their social protection systems to evolving demands in a changing world;</li> <li>• Review and highlight the policy options in the Indian context through the recent code on Social Security, 2020.</li> </ul>
<b>Course Profile</b>	New forms of employment; future of work; understanding the gaps in social protection coverage; innovative policy responses on social protection systems
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies.
<b>Participation Level</b>	Government Officials, Researchers, Trade Union Leaders dealing with labour and employment issues
<b>Faculty</b>	Faculty members from V.V. Giri National Labour Institute and external faculty from universities; research institutions and concerned government departments.
<b>Duration</b>	April 26-30, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vvgnli@gov.in

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# **INDUSTRIAL RELATIONS PROGRAMMES**

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## Capacity Building on Labour Codes and Labour Rules

<b>Aim</b>	The programme aims at enhancing the understanding of the participants on the process of labour reforms in India. It would orient the participants to have an understanding on the key features of various labour codes.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss the overall framework of labour legislation in India and the context of labour law reforms;</li> <li>To provide an overview of the constitutional framework for formulation of labour legislation;</li> <li>To discuss the key features of four labour codes in India;</li> <li>To understand the implication of these codes on the labour market.</li> </ul>
<b>Course Profile</b>	Framework of Labour Legislation, Constitutional Provisions, the Code on Wages, Code on Industrial Relations, Occupational Safety, Health and Working Conditions Code and Social Security Code.
<b>Methodology</b>	Through lectures, group discussions and interactive sessions.
<b>Participation Level</b>	Trade Union Representatives, labour researchers, middle level executive of the government, officers of the labour department from central and state labour dept., employers representatives etc.
<b>Faculty</b>	VVGNI Faculty, experts in the area
<b>Date</b>	July 26-30, 2021; March 7-11, 2022
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Directors</b>	Dr. Ellina Samantroy, Dr. Manoj Jatav ellinasroy.vvgni@gov.in, Jatav.manoj@gov.in

## Awareness Building on Laws Regarding Labour and Employment in India: Special focus on New Labour Codes and Labour Rules

<b>Aim</b>	Most of the Labour and Employment laws in India are very old and complex and these labour regulations impede the business environment and also discourage employment generation. The initiative of labour reforms is trying to simplify and rationalise the plethora of prevailing and overlapping labour laws by making four labour codes. This will facilitate the ease of doing business and employment generation. Ministry of labour and employment is in the process of the implementation of the four codes (codified from forty four union labour laws) includes wages, social security, industrial relations and occupational safety, health and working conditions. All the four labour codes has already been approved by the parliament. Now it is in the process of the framing rules. Awareness building on this recent initiative on labour reforms is need of the hour for the better understanding of the functioning of the Indian labour market.
<b>Objectives</b>	<p>The main objective of the course is to educate the candidates the importance of wage code for the conducive working environment for the development of the employees and of the company as well. More specifically this session aims to:</p> <ul style="list-style-type: none"> <li>Educate the background, definitions and key takeaways on four labour Codes.</li> <li>Examine the difference between the code on wages and the provisions of the four central labour enactment relating to wages.</li> <li>Examine the difference between the code on social security and the provisions of the nine central labour enactment relating to social security.</li> <li>Examine the difference between the code on industrial relations and the provisions of the three central labour enactment relating to industrial relations.</li> <li>Examine the difference between the code on occupational safety, health and working conditions and the provisions of the thirteen central labour enactment relating to occupational safety, health and working conditions.</li> <li>Discuss key issues and analysis of all the four labour codes</li> </ul>
<b>Course Profile</b>	Over view of definitions and terms; Key takeaways and the main highlights of the labour codes; Difference between each codes and the provisions of their central labour enactment relating to each code specifically; Key issues and analysis of four labour codes.
<b>Methodology</b>	Lectures, presentations, discussions and practical exercises.
<b>Participation Level</b>	All employees/employers/Professionals/Management personnel and representatives of public and private sector organizations and trade unions/associations/federations.
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	November 16-18, 2021
<b>Fee</b>	Rs. 12000 +18%GST per residential participant Rs. 10500 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgni@gov.in



## Fundamentals of Labour Codes

<b>Aim</b>	The programme aims at equipping the participants with the context of labour legislation and recent Labour jurisprudence.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquire the knowledge of substantive as well as procedural contents of Industrial Relations Law.</li> <li>To have an understanding of Social Security legislations.</li> <li>To develop an insight into the Wage Law.</li> <li>To gather an understanding of the law relating Contract Labour.</li> </ul>
<b>Course Profile</b>	Salient features of Industrial Relations Law including Trade Unions Act, IE(S.O) Act and Industrial Disputes Act, Objectives and salient features of social security laws including Employee's Compensation Act, Employees Provident Fund and Miscellaneous Provisions Act, Payment of Gratuity Act, and the Pension Scheme of 1995, Salient features of the law relating to wages.
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies.
<b>Participation Level</b>	Middle level executives of govt., public sector and private sector undertakings and representatives of trade unions/Associations/Federations.
<b>Faculty</b>	VVGNI Faculty, experts in the area
<b>Duration</b>	June 21-25, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vvgnli@gov.in

## Impact and Assessment of Labour Codes

<b>Aim</b>	The programme aims at equipping the participants with the broad scheme and key features of various labour codes.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To provide an understanding of the need and context of labour law codification</li> <li>To provide an understanding of the human rights and constitutional framework of various labour codes.</li> <li>To discuss the broad scheme and key features of various labour codes</li> </ul>
<b>Course Profile</b>	Labour codes i.e. Labour Code on Wages, 2019; Labour Code on Industrial Relations; Labour Code on Occupational Safety, Health and Working Conditions; Labour Code on Social Security
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies.
<b>Participation Level</b>	Middle level executives of govt., public sector and private sector undertakings and representatives of trade unions/Associations/Federations.
<b>Faculty</b>	VVGNI Faculty, experts in the area
<b>Duration</b>	Septemebr 20-24, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vvgnli@gov.in

## New Labour Codes: Issues and Perspectives

<b>Aim</b>	The programme aims at equipping the participants with the broad scheme and key features of various labour codes
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To provide an understanding of the need and context of labour law codification</li> <li>To provide an understanding of the human rights and constitutional framework of various labour codes</li> <li>To discuss the broad scheme and key features of various labour codes</li> </ul>
<b>Course Profile</b>	Constitution and human rights; Framework of various labour codes; The Labour Code on Wages, 2019; Labour Code on Industrial Relations; Labour Code on Occupational Safety, Health and Working Conditions; Labour Code on Social Security
<b>Methodology</b>	Lectures, panel discussion, group discussions and presentations
<b>Participation Level</b>	Trade Union Representatives from the Organised Sector
<b>Faculty</b>	VVGNLI Faculty, Senior Office Bearers from Central Trade Union Organisations and Employers Organisations, Senior Labour Administrators
<b>Duration</b>	October 18-21, 2021
<b>Fee</b>	Rs. 16000 +18%GST per residential participant Rs. 13500 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vgnli@gov.in

## Code on Occupational Safety, Health and Working Conditions

<b>Aim</b>	The course aims at capacity building of the industry, Public sector undertakings and officials from the labour department on issues pertaining to occupational safety and health. It also aims to enhance the understanding on the legal provisions and policies available at the country for working towards effective implementation of OSH policies at the workplace.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To provide an overview of the concept of occupational health and safety and discuss legal provisions for ensuring a safe workplace;</li> <li>To provide an understanding of international labour standards and share good practices on occupational health and safety;</li> <li>To discuss in detail the Occupational Health and Safety Working Conditions Code 2020 and the implications of the code on the labour market;</li> <li>To discuss the role of various stakeholders for compliance of occupational safety and health standards at the workplace.</li> </ul>
<b>Course Profile</b>	Concept of Occupational Safety and Health, international labour standards on OSH, Policy and Legislation on Occupational Health and Safety including the OSH Code 2020, sharing of best practices on Occupational Safety and Health.
<b>Methodology</b>	This training will be delivered in an online mode. The training will primarily make use of lectures, case studies and experience sharing. It will also include group discussions and thus be participative in nature.
<b>Participation Level</b>	Senior and Middle Level Officials from industry, officials from Public Sector Undertakings, Employer Organizations and Workers' Organizations.
<b>Faculty</b>	VVGNLI Faculty, experts in the area
<b>Date</b>	May 10-14, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vgnli@gov.in



## Industrial Relations and Trade Unionism in a Transforming World of Work

<b>Aim</b>	The world of work is transforming at an accelerated pace. Mega trends like technological advancements, globalisation, and demographic transitions are providing new opportunities as well as posing fresh challenges in the world of work. Labour regulations are being re-oriented to respond to these transformations. It is in this context that this programme provides an opportunity for the concerned stakeholders to understand and analyse opportunities and challenges relating to labour-management relations in a transforming world of work. It also provides a platform to discuss the implications of the recently enacted Labour Codes on industrial relations and trade unions.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Analyse the major components of globalisation and technological changes that is altering employment relations</li> <li>Examine and respond to the emerging issues and challenges in industrial relations and trade unionism</li> <li>Understand the implications of India's Labour Codes on industrial relations and trade unionism</li> <li>Learn and share experiences on new practices of labour management practices.</li> </ul>
<b>Course Profile</b>	Globalisation; Technological Change; Changing Employment Relations; India's Labour Codes; Good Practices in Labour- Management Relations.
<b>Methodology</b>	Lectures; group exercises; case studies and experience sharing.
<b>Participation Level</b>	Senior and middle level industrial relations/human resource managers; Trade union leaders from public and private sector undertakings; and Labour Administrators.
<b>Faculty</b>	Faculty members of the Institute; Senior Labour Administrators; Renowned trade union leaders and Representatives of employers' associations.
<b>Date</b>	September 06-09, 2021, December 06-09, 2021
<b>Fee</b>	Rs. 16000 +18%GST per residential participant Rs. 13500 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vgnli@gov.in

## Improving Organisational Culture for Maximising Productivity

<b>Aim</b>	The programme aims at enhancing personal and collected skills needed for organisation dev development.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquaint the participants with the socio-economic and political changes in globalised economy.</li> <li>To develop skills and techniques for effective Leadership.</li> <li>To impart knowledge about affirmative policies &amp; labour laws.</li> <li>To develop understanding of gender issues in world of work.</li> </ul>
<b>Course Profile</b>	Leadership skills, decision making, time management, management skills, assertiveness techniques, communication strategies, better work relationship, techniques to manage emotions and project management skills.
<b>Methodology</b>	Role play, exercises and practice sessions, case studies and experience sharing
<b>Participation Level</b>	Management Personnel and Plant level trade union leaders from Government Establishments, Public and Private Sector Undertakings.
<b>Faculty</b>	VVGNLI faculty with guest speakers from eminent institutions would be invited to address sessions
<b>Date</b>	April 19-23, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in

## Behavioural Skills for Developing Effective Leadership

<b>Aim</b>	To enhance personal and collective skills needed for effective leadership by way of experiential learning for individual and group leadership.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To enhance effective leadership skills;</li> <li>To sharpen Interpersonal skills;</li> <li>To acquaint with concept of emotional Intelligence;</li> <li>To strengthen consensus building; and</li> <li>To inculcate the skills for creative problem solving.</li> </ul>
<b>Course Profile</b>	Leadership skills, decision making, time management, management skills, assertiveness techniques, communication strategies, better work relationship, techniques to manage emotions and project management skills.
<b>Methodology</b>	Experience based learning through the following processes individual v/s collective processes: understanding, experiencing, owning, experimenting, multiplying and strengthening, internalizing, applying and sustaining effective leadership
<b>Participation Level</b>	Plant level representatives of Trade Unions/ Associations/Federations from Government, Public and Private Sector Organisations.
<b>Faculty</b>	External Resource persons and in-house faculty
<b>Date</b>	May 17-21, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgnli@gov.in

## Capacity Building Programme on Enhancing Work Proficiency

<b>Aim</b>	The aim of the programme is to make leaders aware about importance of work proficiency to achieve personal and organizational goals.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To have familiarity with the changes and trends in Industrial relations.</li> <li>To sharpen skills of leadership and managing finance.</li> <li>To discuss the role of Trade Unions in emerging economic political scenario.</li> <li>To manage Anger, Time &amp; Stress.</li> </ul>
<b>Course Profile</b>	Principles and techniques of time management, team work, enhancing leadership skills, effective communication skills for stress and its management, controlling anger.
<b>Methodology</b>	Case studies; Role Play; Managerial Games; Group Work; Lecture and Instrument Use. One the whole, the programme will be participative in nature.
<b>Participation Level</b>	Management Personnel and Plant level trade union leaders from Government Establishments, Public and Private Sector Undertakings.
<b>Faculty</b>	Faculty from the Institute and eminent external faculty from behavioral science areas
<b>Date</b>	June 14-18, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgnli@gov.in



## Managing Work Effectively: A Behavioural Approach

<b>Aim</b>	To develop better understanding of various aspects of organizational culture and development and impart appropriate behavioural skills for enhancing efficiency and productivity of the organization(s).
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To be familiar with various aspects of organisational development and culture</li> <li>To know more about work and office management.</li> <li>To get familiar with work culture and ethics.</li> <li>To know about various behavioural skills (positive attitude, team work, time management, stress management, communication skills, decision making, self motivation, work life balance, emotional intelligence) and its importance.</li> <li>To enhance sensitivity towards self, group and organization.</li> <li>To acquaint with negotiating skills, consensus building and decision-making process for organisational excellence.</li> </ul>
<b>Course Profile</b>	Traditional vs. visionary leadership, Impact of visionary leadership in personal and organisational life, Skills of sustaining leadership
<b>Methodology</b>	Lectures, individual and group exercises, case studies and experience sharing
<b>Participation Level</b>	Management Personnel and Plant level trade union leaders from Government Establishments, Public and Private Sector Undertakings.
<b>Faculty</b>	Faculty from the Institute and eminent external faculty from behavioral science areas
<b>Date</b>	July 12-16, 2021, February 07-11, 2022
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala, Dr. Ramya Ranjan Patel balashashi.vgnli@gov.in, rrpattel.vgnli@nic.in

## Developing Positive Attitude for Excellence at Work

<b>Aim</b>	The programme aims at equipping managers and representatives of trade unions with positive attitudes and skills through experiential learning for organisational development
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Conceptualising attitudes</li> <li>Highlighting the impact of positive attitude in personal and professional success</li> <li>Developing skills to deal with negative attitudes and their impact</li> <li>Understanding the impact of positive attitude on organisational excellence</li> <li>Developing positive attitude at work</li> </ul>
<b>Course Profile</b>	Role of positive attitude in organisational development, decision making and motivating self and others
<b>Methodology</b>	Lectures, individual and group exercises, case studies and experience sharing
<b>Participation Level</b>	Management Personnel and Plant level trade union leaders from Government Establishments, Public and Private Sector Undertakings.
<b>Faculty</b>	Faculty from the Institute and eminent external faculty from behavioral science areas
<b>Date</b>	August 09-13, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in

## Leadership Development Programme

<b>Aim</b>	The programme aims at enhancing the understanding about various aspect of human resource development and impart knowledge and skills to develop leadership skills
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To acquaint the participants with the socio-economic and political changes in globalised economy.</li> <li>• To develop skills and techniques for effective Leadership.</li> <li>• To impart knowledge about affirmative policies &amp; labour laws pertaining to men, women &amp; transgender.</li> <li>• To develop understanding of gender issues in world of work.</li> </ul>
<b>Course Profile</b>	Leadership skills, decision making, time management, management skills, assertiveness techniques, communication strategies, better work relationship, techniques to manage emotions and project management skills.
<b>Methodology</b>	Role play, exercises and practice sessions, case studies and experience sharing.
<b>Participation Level</b>	Management Personnel from all functional areas and Plant level representatives of Trade Unions/Associations/Federations, Members of Works Committees from government establishments, public sector and private sector undertakings.
<b>Faculty</b>	VVGNI faculty with guest speakers from eminent institutions would be invited to address sessions
<b>Date</b>	November 08-12, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgni@gov.in

## Enhancing Capacity in Preventing Sexual Harassment at Workplace

<b>Aim</b>	The programme aims at enhancing the understanding of the industrial relations managers and trade union leaders on the major opportunities and challenges relating to labour-management relations in a globalising economy.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Discuss sexual harassment at the workplace and it's Inter-linkages with productive employment/productive contribution to economy.</li> <li>• Discuss the legal framework towards addressing sexual harassment at the workplace.</li> <li>• Discuss the strategies needed to combat sexual harassment at workplace.</li> </ul>
<b>Course Profile</b>	Concept of Preventing Sexual Harassment, myths and facts related to Preventing Sexual Harassment, Consequences and impact of Preventing Sexual Harassment, Supreme Court Guidelines: Legislative Initiatives.
<b>Methodology</b>	Lectures, individual and group exercise, case-studies and eperience sharing
<b>Participation Level</b>	Faculty members from the Institute, senior level functionaries of trade unions and employers' associations.
<b>Faculty</b>	VVGNI faculty with guest speakers from eminent institutions would be invited to address sessions
<b>Date</b>	September 27-30, 2021
<b>Fee</b>	Rs. 16000 +18%GST per residential participant Rs. 13500 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgni@gov.in



## Labour Laws, Industrial Relations and Labour Administration

<b>Aim</b>	The programme aims at providing an orientation on labour laws for promoting harmonious industrial relations. It enhances the understanding on various labour legislations, industrial relations and labour administration machinery.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To provide an overview of various labour legislations with background and constitutional provisions;</li> <li>To discuss laws pertaining to industrial relations;</li> <li>To provide an insight into the gender dimensions in labour legislations;</li> <li>To discuss issues and challenges in industrial relations and trade unionism;</li> <li>Understand the recent reforms in labour laws and good practices on labour administration.</li> </ul>
<b>Course Profile</b>	Overview of labour laws, Industrial relations law, role of Trade unions in industrial scenario, labour laws pertaining to women workers, good practices in effective labour administration.
<b>Methodology</b>	Lectures, group exercises, case studies and experience sharing
<b>Participation Level</b>	Senior and middle level industrial relations officers, middle level executives of the government, public sector and the private sector undertakings, representatives of the trade unions, employers associations, federation etc.
<b>Faculty</b>	Faculty members of the Institute; Senior Labour Administrators; Renowned trade union leaders and Representatives of employers' associations.
<b>Date</b>	December 20-24, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vvgnli@gov.in

## Responsible Business Conduct and Industrial Relations

<b>Aim</b>	To examine Corporate Social Responsibility from industrial relations perspective
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquaint with the concept of Corporate Social Responsibility (CSR)</li> <li>To examine the key determinants of CSR</li> <li>To understand various CSR/Sustainability Reporting Standards &amp; Guidelines at the Global Level</li> <li>To familiarize with CSR disclosure initiatives in India</li> <li>To assess Business Responsibility Report of Companies working in India</li> <li>To develop strategies for promoting well-being of the employees through CSR</li> </ul>
<b>Course Profile</b>	Concept of Corporate Social Responsibility, key determinants of CSR, Sustainability Reporting Standards & Guidelines at the Global Level, CSR disclosure initiatives in India, Assessment of Business Responsibility Report of Companies, Case studies of various companies working in India
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies
<b>Participation Level</b>	Management personnel and union leaders from government, public and private sector organisations
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	February 01-04, 2022
<b>Fee</b>	Rs. 16000 +18%GST per residential participant Rs. 13500 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vvgnli@gov.in

## Leadership Development Programme for Women Officials

<b>Aim</b>	This training programme on 'leadership development programme for women officials' will train the participants to discover how to adjust your management style through leadership and how to manage people. Leadership skill practice uses role plays, exercise and practice sessions; using leadership models along with interactive activities results to achieve team success and a well-respected manager.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Examine managerial style and increase self-awareness through leadership style.</li> <li>• Develop skills for negotiation, communication, leadership, interpersonal skills and time management.</li> <li>• Learn how to set priorities, how to control chaos in the workplace and make decisions under pressure</li> <li>• Learn practical technique to manage and understand how emotions affect your job performance.</li> <li>• Develop your analytical skill through research and information</li> <li>• Learn assertiveness techniques for survival and advancement and develop the best strategic planning process</li> </ul>
<b>Course Profile</b>	Leadership skills, decision making, time management, management skills, assertiveness techniques, communication strategies, better work relationship, techniques to manage emotions and project management skills.
<b>Methodology</b>	Role play, exercises and practice sessions, case studies and experience sharing,
<b>Participation Level</b>	Women management personnel and representatives of public and private sector organizations and trade unions/associations/federations
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	September 22-24, 2021
<b>Fee</b>	Rs. 12000 +18%GST per residential participant Rs. 10500 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vgnli@gov.in

## Domestic Enquiry: Principles and Practice

<b>Aim</b>	The programme aims at equipping the participants with the understanding of procedural and legal aspects of domestic enquiry
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To identify factors affecting discipline in industry</li> <li>• Ways and means to prevent indiscipline</li> <li>• To understand implications of the principles of natural justice</li> <li>• To unravel the procedural tangles of domestic enquiry</li> <li>• To develop insight into the role of Enquiry Officers/Presenting Officers/Workers' Representatives during the course of enquiry</li> </ul>
<b>Course Profile</b>	Principles of natural justice, framework of constitutional law, enquiry procedure, role of the enquiry officers/ presenting officers/ defense assistants, administrative guidelines, legal trends on domestic enquiry matters, powers of the labour courts/ industrial tribunals
<b>Methodology</b>	Lectures, mock exercises and drafting of reports etc.
<b>Participation Level</b>	HR Officials, Enquiry Officers, Presiding Officers, Disciplinary Authorities and other officers involved in handling domestic enquiry matters along with trade union leaders
<b>Faculty</b>	VVG NLI faculty members having insight and understanding in the field of labour laws;
<b>Duration</b>	August 23-27, 2021; January 3-7, 2022
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non- residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in



## Developing Occupational Safety, Health and Welfare

<b>Aim</b>	This course aims at enhancing the understanding and capabilities of Officers/ Representatives of Public and Private Sector Undertakings in ensuring Occupational Safety and Health (OSH).
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Provide an overview of occupational safety and health</li> <li>• Provide an insight on the international standards and norms in the area of Occupational Safety and Health (OSH)</li> <li>• Understand the existing legal instruments and policies on Occupational Safety and Health (OSH) in the Indian context</li> <li>• Discuss the role of different stakeholders in improving OSH at workplace.</li> <li>• Share National and International Best Practices</li> </ul>
<b>Course Profile</b>	Understanding Occupational Safety and Health; capacity building for initiating safety and health at workplace; sharing experiences and best practices.
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies
<b>Participation Level</b>	Officers from Governments Establishments, Private and Public Sector Undertakings
<b>Faculty</b>	VVGNI Faculty, experts in the area
<b>Duration</b>	October 04-08, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non-residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vvgni@gov.in

## Empowering Trade Union Leaders

<b>Aim</b>	The programme aims at empowering of trade union leaders by enhancing their awareness/knowledge base as well as behavioral skill base to help them evolve a more effective leader.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• to have familiarity with changes and trends in industrial relations.</li> <li>• to discuss the role of labour and Trade Unions in emerging economic political scenario.</li> <li>• to have knowledge about labour laws and recent changes in it.</li> <li>• to sharpen skills of leadership.</li> </ul>
<b>Course Profile</b>	Globalisation and industrial relation issues, Overview of select labour laws and recent labour jurisprudence and leadership styles.
<b>Methodology</b>	Class room lecturers, group work, group discussions and behavioural science techniques
<b>Participation Level</b>	Plant level representatives of Trade Unions/Associations/Federations
<b>Faculty</b>	VVGNI faculty with guest speakers from eminent institutions would be invited to address sessions
<b>Duration</b>	August 16-20, 2021
<b>Fee</b>	Rs. 18000 +18%GST per residential participant Rs. 15000 +18%GST per non-residential participant
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vvgni@nic.in

# **CAPACITY BUILDING PROGRAMMES**



## Labour Issues and New Labour Laws

<b>Aim</b>	The programme aims at empowering of trade union leaders by enhancing their knowledge and skill base
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To understand world of work and decent employment</li> <li>To make the participants acquainted with various issues related to labour and employment</li> <li>To have knowledge about labour laws and recent changes in labour laws</li> </ul>
<b>Course Profile</b>	Understanding labour and globalization; Various labour codes; Issues and dimensions of rural unorganized sector; Structure and functions of trade unions and emerging challenges; Social security; Child labour; Gender issues in labour; Leadership/ Communication skills and labour laws
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies, experience sharing
<b>Participation Level</b>	Central Trade Union Leaders and Rural Organisations
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions
<b>Duration</b>	December 06-10, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in

## Gender and Labour Issues

<b>Aim</b>	The programme aims at strengthening the understanding of participants on gender and labour issues. The programme would acquaint the participants with the various inequalities prevalent in the labour market and also enable them to develop an understanding about the challenges existing in the labour market.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To develop a conceptual overview of gender and work;</li> <li>To address the various inequalities and discriminatory practices prevalent in the work of work;</li> <li>To discuss the impact of COVID 19 on women workers.</li> <li>To discuss various gender sensitive responses to COVID 19 and international best practices.</li> <li>To provide an insight into the legislative provisions for women workers</li> <li>To discuss about various social security and developmental programmes for women workers.</li> </ul>
<b>Course Profile</b>	Gender Dimensions of Employment, labour market discrimination and inequality, COVID 19 and women workers, gender and labour laws, Social security for women workers.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Government Officials, Union Leaders from Central Trade Unions, Researchers and Civil Society representatives.
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	April 12-16, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vvgnli@gov.in

## Wage Policy and Minimum Wages

<b>Aim</b>	The aim of the course is to enhance the capacity of participants to understand wage policy and minimum wage issues of India and help contribute to the design, setting and implementation of wage policies at the national and state level. The course will also discuss ILO standards and global best practices relating to minimum wage system. The course will also provide opportunity to the participants to have intensive interface with policy makers and scholars on the subject of wage policies.
<b>Objectives</b>	The major objectives of the course will be to: <ul style="list-style-type: none"> <li>• Provide overview of wage policy and minimum wage system of India;</li> <li>• Strengthen evidence based minimum wage-fixing and adjustments process;</li> <li>• Share international standards and best practices on minimum wage systems, constraints and challenges; and</li> <li>• Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	This course focuses on capacity building to design, set and implement coherent and effective minimum wage policies. It explores major wage policy issues and instruments, by examining new trends, developments and a diverse set of experiences. The training will focus on the principles of effective wages policies, as well as providing some examples of different systems around the world.
<b>Methodology</b>	The training methodology will be highly participatory to ensure a 'learning-by-doing' process that encourages the sharing of knowledge, experiences and best practices among participants. It will combine lectures by experts and policy makers from VVGNLI, leading academic institutions and other organizations with practical insights from relevant case studies.
<b>Participation Level</b>	Senior and Middle Level Officials and functionaries from State department of labour, employers' and workers' organization dealing with wage policy and minimum wage issues who can contribute from the perspective of peer learning and supporting policy making.
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	July 19-23, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vgnli@gov.in

## Migration and Development: Issues and Perspectives

<b>Aim</b>	Migration is one of the defining features of the contemporary world of work and is integral to the process of social and economic development. The 2030 Agenda for Sustainable Development provides for a strong link between decent work and migration in Sustainable Development Goal 8 (SDG) of promoting 'sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all'. The huge potential contribution of labour migration to an inclusive development process can be fully harnessed only if there is a nuanced understanding of the emerging forms and nature of labour flows, on the one hand, and their impacts and implications at the micro and macro levels in the sending and receiving regions, on the other. This programme aims at developing the capacities of researchers and policy makers towards explicating the emerging issues in migration, especially in terms of research and policy concerns.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Understand the concepts and theories relating to migration</li> <li>• Examine the emerging trends and patterns in migration</li> <li>• Discuss key components of contemporary migration policies</li> <li>• Analyse developmental potential of migration.</li> </ul>
<b>Course Profile</b>	Conceptualizing Migration; Theoretical Approaches Explaining Migration; Emerging Trends and Characteristics of Migration; Migration Policies; and Migration and Development.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies.
<b>Participation Level</b>	Policy makers; researchers and social partners concerned with internal and international migration issues.
<b>Faculty</b>	Faculty members from the Institute and external faculty from leading universities; major research institutions and concerned government departments.
<b>Date</b>	February 08-11, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vgnli@gov.in



## Migration, Skills and Reintegration: Issues and Perspectives

<b>Aim</b>	Migration is a central feature of the contemporary world of work. In the context of India, migration flows, both internal and international, assumes paramount significance in livelihood options and development process. It is very well acknowledged that migration have had very positive developmental outcomes in the origin and destination centres. Considering that a large number of internal as well as international labour migrants return to their place of origin due to the temporary nature of migration flows, there is increased attention on maximising the development benefits of migration through appropriate reintegration of return migrants. In such a context, linking migration with the skills of migrants, particularly in terms of the skills acquired in the destination centres, is pivotal for facilitating effective reintegration policies. It is within this broad context that this training programme focusses on various dimensions of the inter-linkages between migration, skills and reintegration.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Understand the emerging contours of the contemporary migration flows in India;</li> <li>• Explicate the linkage between migration and skills;</li> <li>• Discuss the good practices in harnessing the skills of migrants in reintegration strategies ; and</li> <li>• Examine approaches for maximising the development outcomes of migration</li> </ul>
<b>Course Profile</b>	Contemporary Internal and International migration in India: Trends and Characteristics; Migration-Skills Synergy; Skills and Reintegration Policies; and Migration and Development.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies.
<b>Participation Level</b>	Policy makers; researchers and social partners concerned with internal and international migration issues.
<b>Faculty</b>	Faculty members from the Institute and external faculty from leading universities; major research institutions and concerned government departments.
<b>Date</b>	July 05-08, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vvgnli@gov.in

## Transitioning from Informality to Formality

<b>Aim</b>	The training programme aims to enhance the capacity of the participants to understand the statistical and measurement issues and characteristics of the informal economy workers from international and national perspective. The course will also focus on steps taken towards formalization of workers and economic units at national and international level in accordance with the Recommendation 204 of the ILO.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Impart knowledge on the concepts, statistical and measurements issues involving informal economy;</li> <li>• Provide understanding about the composition and characteristics of the informal economy;</li> <li>• Learn about the effect of Covid-19 on the informal economy workers and enterprises</li> <li>• Share good practices and lessons learnt from national and international context relating to design and implementation of policies and programmes for transition from informality to formality</li> </ul>
<b>Course Profile</b>	The concept of informality and how to measure informality and its main drivers; integrated strategy and institutional framework for transition towards formality; labour reform and enactment of labour codes in India and its implications for transition to formal economy; Extension of social protection and skills development as a formalization strategy; Role of workers and employer's organization in promoting formality; transition to formal economy – sharing of good practices and lessons learnt from national and international level.
<b>Methodology</b>	Lecture, Structured Group Exercise and Simulation Games
<b>Participation Level</b>	Officials of state and central labour department, Representative of Central Trade Unions and employers' organisation and researchers
<b>Faculty</b>	Internal faculty members and other subject matter specialists.
<b>Date</b>	December 13-17, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vvgnli@gov.in

## Skills and Entrepreneurship Development

<b>Aim</b>	Generating more and better quality of employment is a common challenge faced by the countries world over. The challenge is more pronounced in case of developing countries with large informal economy and with high annual entrance to the workforce. To face these challenges, governments are putting increasing emphasis on enhancing the skills of its people in general and that of workers in particular to increase their employability and to facilitate them to get decent employment.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Understand the linkage between vocational education and skills training with growth and employment;</li> <li>• Acquire knowledge about the vocational educational and training systems and about its various components</li> <li>• Understand the challenge of employment generation and designing appropriate skill and entrepreneurship development policies to meet those challenges.</li> </ul>
<b>Course Profile</b>	Linkage between vocational education and skill training with employment generation and economic growth, overview of vocational education and skill training system and its components, governance and management of vocational education and training, role of public-private partnership in skill development, labour market information system and skill development, skill gap analysis and identifying skill demand of emerging sector and informal sector, financing vocational education and training and understanding labour market outcomes of skills and entrepreneurship development programmes.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Tripartite partners, officials involved with implementation of vocational education and skill training programmes, trainers and instructors from public and private training providers, research institutes, organizations/institutions involved in imparting vocational education and training.
<b>Faculty</b>	Internal faculty members and other subject matter specialists.
<b>Date</b>	February 21-25, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vvgnli@gov.in

## Monitoring and Evaluation of Active Labour Market Policies

<b>Aim</b>	This programme aims at enhancing the capacities of the stakeholders in conceptualising, designing and implementing effective labour market and employment policies and undertaking monitoring and evaluation of such policies. The programme provides an opportunity for the participants to have intensive interface with renowned scholars and practitioners in the area of labour market and employment policies
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Provide an overview on labour and employment scenario at the Global and national level</li> <li>• Understanding different components of labour market and employment policy</li> <li>• Developing capacities to undertake labour market surveys and employment impact and evaluation studies</li> </ul>
<b>Course Profile</b>	Importance of employment policy in addressing labour market challenges; role of fiscal and sectoral policies in generating employment, designing inclusive employment policies for combating inequality and exclusion, and understanding about active labour market policies and role of labour market regulations/institutions
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Middle and Senior Level Officials and functionaries dealing with labour market and employment issues, researchers specialising on labour market and employment studies.
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	October 18-22, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vvgnli@gov.in



## Gender Responsive Budgeting

<b>Aim</b>	The programme aims to orient the participants about gender budget initiatives which have the potential of contributing to the promotion of gender equality.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss gender issues in Labour</li> <li>To identify gender budgeting initiatives of government of India</li> <li>To discuss concepts, tools and methods of gender budgeting</li> <li>To discuss the Importance of Gender Budgeting and women empowerment.</li> </ul>
<b>Course Profile</b>	Gender concept, Gender Issues, Case Studies & Gender –Natural Policies , Gender Budgeting
<b>Methodology</b>	Training methods will include presentations, individual and group learning activities with participatory environment & thematic group work
<b>Participation Level</b>	Government officials, Village Heads Researchers/Students
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	May 31- June 04, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in

## Gender, Poverty and Employment

<b>Aim</b>	The programme aims to discuss how working women and men can satisfactorily benefit from the employment opportunities, working conditions, etc. which have a direct impact on the productivity of the workplace and welfare of the families.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To examine the inter-linkages between gender, poverty and employment.</li> <li>To discuss gender-sensitive, anti-poverty and employment policies and programmes;</li> <li>To discuss about the gender and decent work perspective in national and international policy agendas on poverty reduction</li> </ul>
<b>Course Profile</b>	Gender, Poverty & Employment: Concepts, policies and programmes, Decent Work
<b>Methodology</b>	The training methodology is flexible and a modular structure cum participatory approach will be adopted for this course
<b>Participation Level</b>	Government officials, Representatives of Workers' Employers' organizations and Civil society representatives
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions
<b>Date</b>	July 12-16, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in

## Developing Skill Development Strategies for Women Workers in the Informal Economy

<b>Aim</b>	The programme aims at equipping the participants with skill development strategies in informal sectors.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Discuss the nature and characteristics of the informal economy.</li> <li>• Situate the importance of skill development in the functioning of informal economy from gender perspective.</li> <li>• Share the experiences of various social partners in skill development and training</li> <li>• To discuss appropriate strategies for skill development of women in the informal sector occupations.</li> </ul>
<b>Course Profile</b>	Informal Sector: Concept, Informal Sector Composition, Gender in informal sector. Skill development systems in India, Importance of skill development in present era, Case-Studies on skill development, Strategies for skill development in informal sector.
<b>Methodology</b>	Lectures, individual and group exercises, case-studies and experience sharing.
<b>Participation Level</b>	Representatives of Central Trade Unions, Skill Development Institutes, NGOs
<b>Faculty</b>	V.V.G.N.L.I. faculty, Experts from the field
<b>Date</b>	August 23-27, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in

## Leadership Development Programme for Domestic Workers

<b>Aim</b>	The programme aims at equipping the participants with growing urbanization; migration of poor families from rural to urban areas is resulting in increasing labour force participation of unskilled women workers
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To enhance leadership skills among the Domestic workers;</li> <li>• To provide awareness on national policy on Domestic workers;</li> <li>• To address issues pertaining to Domestic workers;</li> <li>• To increase communication skills among Domestic workers.</li> </ul>
<b>Course Profile</b>	Basic understanding of leadership skills, communication skills and awareness on national policies on Domestic Workers
<b>Methodology</b>	Group work, simple Lecture, behavioral games etc
<b>Participation Level</b>	Leaders of Central Trade Unions and organizer of Domestic Workers
<b>Faculty</b>	V.V.G.N.L.I. faculty, Experts from the field
<b>Date</b>	September 13-17, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in



## Training of Trainers Programme on Gender and Social Security

<b>Aim</b>	To strengthen the understanding of gender issues in labour and raising awareness & effective implementation of social security measures
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Provide a clear understanding of Social Security.</li> <li>• Provide information on the Recent Trends, National and International Experiences, Good Practices.</li> <li>• Offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various Social Security provisions.</li> <li>• Train the Employers, Trade Union, NGO and Officials involved in above process</li> </ul>
<b>Course Profile</b>	Rural Society, Behavioral skill for enhancing leadership potentials, Labour laws related to women: Maternity Benefit, Equal remuneration, Sexual Harassment at Workplace
<b>Methodology</b>	Lectures, individual and group exercises, case studies and experience sharing.
<b>Participation Level</b>	Government Officials, Representatives of Central Trade Union, Employers and NGOs
<b>Faculty</b>	V.V.G.N.L.I. faculty, Experts from the field
<b>Date</b>	October 25-29, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in

## Training of Trainers Programme for Rural Educators

<b>Aim</b>	The programme aims at empowering Rural organizers from Central Trade Unions
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Develop understanding of empowerment;</li> <li>• Discuss the issue of empowerment;</li> <li>• Develop Skills for enhancing leadership potential;</li> <li>• Acquaint with labour laws for unorganized sector;</li> <li>• To sharpen the skills for communications, personal effectiveness and strengthening their trade unions</li> </ul>
<b>Course Profile</b>	Rural Society, Behavioral skill for enhancing leadership potentials, Labour laws, Equal remuneration, Developing Training Skills
<b>Methodology</b>	Lectures, individual and group exercises, case studies and experience sharing.
<b>Participation Level</b>	Rural Labour leaders sponsored by Central Trade Unions.
<b>Faculty</b>	V.V.G.N.L.I. faculty, Experts from the field
<b>Date</b>	April 12-16, 2021, November 15-19, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala, Dr. Ramya Ranjan Patel balashashi.vgnli@gov.in, rrpattel.vgnli@nic.in

## Mainstreaming Gender Issues in the Employment

<b>Aim</b>	To address and strengthen the understanding of gender issues in labour market. The programme would acquaint the participants with the various inequalities prevalent in the labour market and also enables them to develop an understanding about the challenges existing in the labour market scenario.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To understand gender mainstreaming for sustainable development;</li> <li>To address the issues pertaining to work life balance and unpaid care work;</li> <li>To create awareness about affirmative policies for providing level playing field to women in the Employment for inclusive growth;&amp;</li> <li>To pragmatically understand gender budgeting for auditing gender issues in the Employment.</li> </ul>
<b>Course Profile</b>	Gender dimensions of employment labour market discrimination and inequality, gender and development with specific focus on policy initiatives.
<b>Methodology</b>	Lectures, individual and group exercises, case studies and experience sharing.
<b>Participation Level</b>	Government Officials, Academicians, Researchers and representatives of Central Trade Unions
<b>Faculty</b>	V.V.G.N.L.I. faculty, Experts from the field
<b>Date</b>	December 06-10, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgnli@gov.in

## Affirmative Policies Pertaining to the Equity and Parity for Enhancing Women Participation in the Labour Market

<b>Aim</b>	The programme aims at enhancing enforcement competence and skills of Enforcement Officers pertaining to women employees focusing on following major objectives
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss concerns pertaining to gender parity in the Employment</li> <li>To develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women engaged in the Employment.</li> <li>To develop strategies for effective enforcement of laws pertaining to the women in Employment.</li> </ul>
<b>Course Profile</b>	Understanding Gender, Gender parity in the Employment, affirmative policies to promote inclusive integration of the women at workplaces, work life balance e.t.c.,
<b>Methodology</b>	Lectures, individual and group exercises, case studies and experience sharing.
<b>Participation Level</b>	Officials from Central and State Governments/ UTs, and academicians
<b>Faculty</b>	Faculty members of VVGNLI and Subject experts will be the primary resource persons.
<b>Date</b>	January 17-21, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgnli@gov.in



## Facilitating Gender Sensitive Environment: A Behavioural Approach for Police officials

<b>Aim</b>	The programme aims at addressing and strengthening the understanding of Gender sensitive environment with following major objectives:
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To address the issue of gender sensitiveness with holistic perspective;</li> <li>To enhance the capacity of the participants so that they could facilitate positive environment;</li> <li>To sensitize the participants for developing Culture-infused counselling while dealing with sexual harassment cases;</li> <li>To strengthen positive leadership in the world of work;&amp;</li> <li>To develop stratagem for managing stress via teamwork.</li> </ul>
<b>Course Profile</b>	Gender sensitiveness; positive environment; Culture-infused counseling; positive leadership, etc.
<b>Methodology</b>	Lectures, individual and group exercises, case studies and experience sharing.
<b>Participation Level</b>	Police Personnel of Rank such as Station House Officer (SHO), Station Officer (SO), Police Station Incharge, Sub-Inspector, Assistant Sub-Inspector & Head Constable
<b>Faculty</b>	V.V.G.N.L.I. faculty, Experts from the field
<b>Date</b>	December 20-24, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vgnli@gov.in

## Emerging Perspectives on Gender, Labour Laws and International Labour Standards

<b>Aim</b>	The programme endeavors to sensitize the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It would also enable the participants in developing an understanding about the existing legal instruments and international labour standards for ensuring equality at workplace and promoting workers' rights based on a model of social justice. The programme also aims to address the larger questions on intersection of paid work and unpaid unpaid/care work and recognition of care as a right that need to be incorporated into the policy framework for facilitating women's employment and sustenance in the labour market.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To provide an overview of gender and the labour market;</li> <li>To analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc.</li> <li>To understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses;</li> <li>To sensitize the participants about the existing legal instruments and national polices on promotion of gender equality at the workplace;</li> <li>To understand the various international labour standards/international instruments and good practices on gender equality;</li> <li>To discuss about strategies of promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market.</li> </ul>
<b>Course Profile</b>	Gender and labour laws, gender inequalities in the labour market, national legislations and policies on promoting workplace equality, international instruments/international labour standards on gender equality.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Government Officials, Union Leaders from Central Trade Unions, Researchers and Civil Society representatives.
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	September 27- October 01, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vgnli@gov.in

## Orientation Programme on Labour & Globalisation

<b>Aim</b>	To familiarize young students with various Labour Issues and their capacities to contribute in their academic and professional pursuits
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To understand world of work and decent employment To make the participants acquainted with various Labour Issues</li> <li>To discuss important issues related to labour and employment</li> <li>To enable participants to contribute in their academic and professional work.</li> </ul>
<b>Course Profile</b>	Understanding Labour and Labour Market, Overview of Issues, Skill Development of Employment, Employability (Youth Employability), Productivity, Inclusive Growth, Social Protection, Migration, Labour Administration, Child Labour, Gender Issues, Introduction to Labour Research, Leadership/communication Skill, Labour Research etc.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Students currently pursuing MA in Social Sciences
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	April 19-23, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vgnli@gov.in

## Enhancing Competence of Youth Employability Skills

<b>Aim</b>	The employability skills, especially, the soft skills are highly significant in the current labour market context, and it is necessary for getting a job. This course mainly aims to facilitate youth to work.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Develop employability skills</li> <li>Enhance personality, leadership and communication skills</li> <li>Understand the world of work</li> </ul>
<b>Course Profile</b>	Overview of employability skills including personality and communication skills, Role of leadership in personal development and communication process. Competence of youth in the globalised labour market scenario.
<b>Methodology</b>	The training involved lectures by resource person, brain storming sessions, discussions interactive sessions and sharing case studies.
<b>Participation Level</b>	Students from universities, colleges and research Institutions
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	May 03-07, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vgnli@gov.in



## Labour Market Information for Better Implementation of Public Policies

<b>Aim</b>	The main aim of the course is to enhance the capacities of the participants on labour market information and effective implementation of public schemes and projects.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To sensitize government functionaries/other professional agencies on better implementation of labour market policies of government.</li> <li>To enhance the understanding about the concepts and definitions related to labour market information in the international and national contexts.</li> <li>To make them acquaint with the calculation of basic labour market indicators and also train the participants to analyse labour-market outcomes and policy impacts.</li> <li>To analyse trends in the labour market with particular emphasis on wage determination, at national, Sectoral and occupational levels.</li> </ul>
<b>Course Profile</b>	Identification and interpretation of key labour market indicators, Nature and characteristics of Labour Market, emerging trends in employment, country specific labour market policies and programmes, Gender mainstreaming in the production of labour market analysis, Data analysis related to labour and employment.
<b>Methodology</b>	Lectures, interactive sessions, discussions and case studies
<b>Participation Level</b>	Government officers and key functionaries from representatives from trade union, employers and civil society organizations dealing with labour market. Researchers specializing in labour market studies.
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	February 07-11, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vgnli@gov.in

## Capacity Building Programme on Mathadi Model for Unorganised Workers

<b>Aim</b>	The programme aims at empowerment of the representatives of unorganised workers by enhancing their skills and knowledge base as well as understanding about the best practices adopted in organizing the unorganised workers
<b>Objectives</b>	<ul style="list-style-type: none"> <li>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</li> <li>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 &amp; Other Manual Workers Board) and its replicability</li> <li>To discuss unique practices being followed other than the Mathadi Model of social security</li> <li>To acquaint the participants with effective communication, team-building, and leadership skills</li> </ul>
<b>Course Profile</b>	Overview of employment in the organized and unorganized sector; concepts and definitions of organized and unorganized workers and sector; characteristics of the unorganised workers; Overview of labour laws in India and recent changes; concept of de-casualisation; Mathadi Model and other similar models in the country with unique characteristics; Provisions, characteristics and significance of Mathadi Model; ILO's perspective on Mathadi Model; Findings of the second labour commission; Health and safety of head-load workers and measures to improve their working conditions; Effective leadership development
<b>Methodology</b>	Lectures; Participatory group work/ poster presentations; Interactive sessions/discussions; Audio-visual presentations
<b>Participation Level</b>	Organisations working for Un-organised Workers
<b>Faculty</b>	VVGNI Faculty and experts in the related area
<b>Duration</b>	May 24-28, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in

## Capacity Building Programme for Head Load Workers

<b>Aim</b>	The programme aims at empowerment of the representatives of unorganised workers by enhancing their skills and knowledge base as well as understanding about the best practices adopted in organizing the unorganised workers
<b>Objectives</b>	<ul style="list-style-type: none"> <li>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</li> <li>To discuss unique practices being followed other than the Mathadi Model of social security</li> <li>To acquaint the participants with effective communication, team-building, and leadership skills</li> </ul>
<b>Course Profile</b>	Overview of employment in the organized and unorganized sector; concepts and definitions of organized and unorganized workers and sector; characteristics of the unorganised workers; Overview of labour laws in India and recent changes; concept of de-casualisation; Mathadi Model and other similar models in the country with unique characteristics; ILO's perspective; Findings of the second labour commission; Health and safety of head-load workers and measures to improve their working conditions; Effective leadership development
<b>Methodology</b>	Lectures; Participatory group work/ poster presentations; Interactive sessions/ discussions; Audio-visual presentations
<b>Participation Level</b>	Organisations working for Un-organised Workers
<b>Faculty</b>	VVGNI Faculty and experts in the related area
<b>Duration</b>	February 07-11, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in

## Informality, New Forms of Work and Social Protection

<b>Aim</b>	The programme aims to sensitize the participants about the changing nature of employment, the inequalities arising out of these changes and the need for social protection. It would enable participants to understand the international standards and existing legal instruments as well as some global best practices in order to promote workers' rights, based on a model of social justice.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>Provide an overview of the changing nature of employment, the existing inequalities in the labour market with regard to employment and the need for social security and protection.</li> <li>To sensitize the participants on the various international labour standards/ instruments as well as good practices in the area of social security and protection.</li> <li>To develop insight on the existing national policies and legal instruments in the area of social security and protection of workers.</li> <li>To discuss strategies for the promotion of decent work and practices that fulfill the guidelines of the SDGs</li> </ul>
<b>Course Profile</b>	Existing labour market inequalities, international standards/instruments in the area of social security and protection, challenges with regard to the existing national policies and legislations on social security and protection, international best practices.
<b>Methodology</b>	Lectures, groups discussions and experience sharing
<b>Participation Level</b>	State Government officials and Trade Union Leaders from CTUOs
<b>Faculty</b>	VVGNI Faculty, experts in this area
<b>Duration</b>	May 10-14, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vvgni@gov.in



## Gender, Decent Work and Social Protection

<b>Aim</b>	The programme aims to sensitize the social partners that gender equality approach to social protection policies, strategies and pro-grams is key to enabling equal access to protection from extreme poverty, vulnerability and social exclusion throughout the life cycle. The programme also aims to enhance understanding of the linkages between informal economy and the challenges of safety and health issues at workplace with special focus on the challenges faced by women in the labour market.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To develop a conceptual understanding on the issue women and men experience poverty differently due to gender differences</li> <li>To address labour market inequalities and its impact on women workers</li> <li>To understand changing labour market and employment relations and its impact on health and safety of workers in the informal economy</li> <li>To enable the participants to develop an understanding about the role of different social partners in ensuring safety and health at workplace.</li> </ul>
<b>Course Profile</b>	Conceptual understanding of gender, decent work and social protection of women workers, understand the impact of informality on the safety, health and welfare provisions
<b>Methodology</b>	Lectures, groups discussions, experience sharing and learning best practices.
<b>Participation Level</b>	Government officials & Representatives of Central Trade Unions
<b>Faculty</b>	VVGNLI Faculty, resource persons from academic institutions and trade unions.
<b>Duration</b>	July 19-23, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vvgnli@gov.in

## Capacity Building Programme for Stake-holders in the Building and Construction Sector

<b>Aim</b>	The programme aims at empowering the various Stake-holders in the Building and Construction Sector
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To familiarize the various stake-holders in the Building and Construction Sector with the various risk, hazards and insecurities associated with the Building and Construction Work</li> <li>To provide an overview of the broad scheme features of the Building and other Construction Workers (RE&amp;CS) Act, 1996</li> <li>To provide an overview of the Building and other Construction Workers' Welfare Cess Act, 1996</li> <li>To help the representatives of the beneficiaries of the BOCW (RE&amp;CS) Act to develop an understanding with regard to the formalities for availing various benefits.</li> </ul>
<b>Course Profile</b>	An overview of the Building and Construction Industry with a focus on the various risk, hazards and insecurities associated with the Building and Construction Work; overview of the broad scheme features of the Building and other Construction Workers (RE&CS) Act, 1996; overview of the Building and other Construction Workers' Welfare Cess Act, 1996 and an overview of various schemes being run by of the Building and Construction Workers Welfare Board
<b>Methodology</b>	Lectures, Group Exercises, Panel Discussion and field visit.
<b>Participation Level</b>	Representatives of various stake-holders associated with Building and Construction Work
<b>Faculty</b>	Labour Department Officials from Centre and State Labour Departments, Faculty from the VVGNLI and resource persons having the expertise on various aspects of Building and Construction Work
<b>Duration</b>	April 26-30, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vvgnli@gov.in

## Creation of Employment Opportunities: Learning from International Experiences

<b>Aim</b>	The challenge of employment, especially of productive employment in the formal segments of the economy, remains formidable. Employment depends both on demand for labour and supply of it. Creation of employment opportunities is not satisfactory despite experiencing satisfactory growth rate. The Newly industrializing economies or the so called East Asian Tigers have left many impressive and innovative experiences for us. We need to understand their policies carefully to find better solutions for our employment challenges. The programme aims at what can we learn from them and how could we go about it.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Understanding the employment situation in India.</li> <li>• To identify the reasons of lack of employment creation.</li> <li>• To understand the employment policies of NIEs when they started developing.</li> <li>• To see if we could learn anything from them</li> </ul>
<b>Course Profile</b>	Employment situation in India, Problems of insufficient job creation, Employment policies in NIES, Lessons for us
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Faculties, Researchers working on labour and employment, Industry representatives, HR manager.
<b>Faculty</b>	Besides the internal faculty of the VVGNI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	June 07-11, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vgnli@nic.in

## Enhancing Leadership Skills: Sanitation Workers

<b>Aim</b>	To enhance organisation building capacity of activists of saphai karmacharis unions.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To impart knowledge and information about the situation of saphai karmacharis in India.</li> <li>• To enhance inter-personal communication, Leadership skills and team building among the participants.</li> <li>• To discuss the legal protections in various labour legislations.</li> </ul>
<b>Course Profile</b>	Overview of the Saphai Karmacharis situations, Problems of saphai karmacharis, Leadership Styles, Communication Skills, Effective Trade Union Building
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Activists and Trade Union Leaders sponsored by Central Trade Unions from Saphai Karmacharis
<b>Faculty</b>	Besides the internal faculty of the VVGNI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	August 02-06, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vgnli@nic.in



## Enhancing Leadership Skills: Rural Trade Union Leaders

<b>Aim</b>	To enhance organisation building capacity of activists of Agricultural workers' unions.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To impart knowledge and information about rural labour market in general and status of workers in particular</li> <li>To enhance inter-personal communication, Leadership skills and team building</li> <li>To discuss the legal protections in various labour legislations</li> </ul>
<b>Course Profile</b>	Overview of the rural labour market, Problems of agricultural workers, Leadership Styles, Communication Skills, Effective Trade Union Building
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Trade Union Leaders sponsored by Central Trade Unions from Rural areas
<b>Faculty</b>	Besides the internal faculty of the VVGNI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	September 13-17, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vvgni@nic.in

## Capacity Building Programme for Fisheries Workers

<b>Aim</b>	To enhance organisation building capacity of activists of fishery workers' unions
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To impart knowledge and information about fishery industry in general and status of workers in particular</li> <li>To enhance inter-personal communication</li> <li>To discuss the legal protections in various labour legislations</li> <li>To familiarise on the various aspects of welfare funds</li> </ul>
<b>Course Profile</b>	Overview of the fishery Industry, Problems of fishery Industry, Leadership Styles, Communication Skills, Effective Trade Union Building
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Trade Union Leaders sponsored by Central Trade Unions from fishery Sector
<b>Faculty</b>	Besides the internal faculty of the VVGNI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	October 11-15, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vvgni@nic.in

## Capacity Building Programme for Vulnerable and Marginalized Workers

<b>Aim</b>	To enhance organisation building capacity of activists of Vulnerable and Marginalized Workers.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To impart knowledge and information about rural labour market in general and status of workers in particular</li> <li>To enhance inter-personal communication, Leadership skills and team building</li> <li>To discuss the legal protections in various labour legislations</li> </ul>
<b>Course Profile</b>	Overview of the rural labour market, Problems of agricultural workers, Leadership Styles, Communication Skills, Effective Trade Union Building
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Trade Union Leaders sponsored by Central Trade Unions from Rural areas
<b>Faculty</b>	Besides the internal faculty of the VVGNI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	November 22-26, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vgnli@nic.in

## New Employment Avenues in Rural Sector

<b>Aim</b>	To equip the participants with skills and enhance their knowledge for employability in informal sector
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss the nature and characteristic of informal economy</li> <li>to understand the employment situation in India</li> <li>to identify new area of employment in informal sector</li> <li>to understand the employment policies for informal sector</li> </ul>
<b>Course Profile</b>	Informal Sector- concept and composition, Employment situation in India, Skill Development strategies for informal Sectors, Employment Policies for informal sectors.
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Government officials dealing with skill development and employment issues, Rural Organisers, Central Trade Union Leaders from Informal sectors, academicians.
<b>Faculty</b>	Besides the internal faculty of the VVGNI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	January 24-28, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vgnli@nic.in

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# **RESEARCH METHODS PROGRAMMES**

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## Labour Market Analysis for Researchers & Practitioners

<b>Aim</b>	This programme provides an opportunity for researchers and practitioners pursuing research and policies on labour market to go through a rigorous and interactive exercise in labour market analysis. The programme offers opportunities and intensive interface with renowned scholars in the area of labour market analysis.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Examine the various concepts and theories related to labour market</li> <li>• Obtain deeper understanding of the key indicators of labour market</li> <li>• Acquire knowledge about different sources of data on labour</li> <li>• Sharpen skills in undertaking labour market surveys.</li> </ul>
<b>Course Profile</b>	Labour Market Theories; Key Indicators of Labour Market; Sources of Data on Labour; Emerging Nature and Characteristics of the Labour Markets; and Conducting Labour Market Surveys.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies.
<b>Participation Level</b>	Researchers from universities/colleges/research institutions and professionals in government organisations pursuing/intending to pursue their interests in labour market research and policy will form the expected group of participants.
<b>Faculty</b>	Faculty members from the Institute and external faculty from leading universities; and major research institutions.
<b>Date</b>	October 25-29, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vgnli@gov.in

## Course on Methods in Historical Research on Labour

<b>Aim</b>	The course will familiarise scholars and practitioners on techniques and methods in historical research on labour and labour relations. The course will enable the participants to understand contemporary transformations in the world of work in a historical perspective and familiarise them with the different approaches to history of labour. It will also equip them to undertake systematic research on labour history.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Map the changing World of work in the longue duree;</li> <li>• Understand the origins and development of labour market institutions;</li> <li>• Discuss methods like archival/official/institutional sources;</li> <li>• Documenting the undocumented-oral history; and case studies</li> </ul>
<b>Course Profile</b>	Theoretical Perspectives; Qualitative and Quantitative Research; Sources of Labour History; Oral History Techniques; Historiography; and Case Studies
<b>Methodology</b>	Lectures; Discussions; and Group Work.
<b>Participation Level</b>	Researchers/Scholars; Young Teachers of Universities/Colleges/Research Institutions and Practitioners interested in history of labour and labour.
<b>Faculty</b>	Faculty members from the Institute and external faculty from leading universities; and major research institutions.
<b>Date</b>	November 15-19, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. S.K. Sasikumar sasikumarsk2.vgnli@gov.in



## Course on Research Methods in Labour Studies

<b>Aim</b>	The course aims at acquainting the participants with the emerging labour issues for research in an interdisciplinary framework, strengthening their knowledge with various methods used in labour research, thereby enabling them to contribute further in the field of labour research.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Understand concepts, theories in labour studies.</li> <li>• Understand Emerging Labour Issues and Challenges</li> <li>• Strengthen knowledge of various methods used for labour research and data sources on Labour.</li> <li>• Enable to apply these methods in their research work on the different aspects of labour.</li> </ul>
<b>Course Profile</b>	Concept and Theories of Labour from Inter disciplinary perspectives, Emerging Labour Issues, Labour Markets and Labour Market Information System, Research Methods: Quantitative, Qualitative and Ethnographic, Data Sources for Research in Labour, Statistics and Computer Application, Preparing Reports
<b>Methodology</b>	Lecture, Discussions, Interactive Sessions, Group work and Presentations
<b>Participation Level</b>	Research scholars, young teachers of Universities/Colleges/ Research Organisations and professionals engaged in the field of labour research.
<b>Faculty</b>	Faculties of the Institute, External Resource persons from Academics, Policymaking Bodies, Research Institutions.
<b>Date</b>	January 17-28, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vvgnli@gov.in

## Research Methods in Gender Issues in Labour

<b>Aim</b>	The course would enhance the understanding of young researchers to learn about various methods and approaches pertaining to research on gender issues in labour. It would also provide them an opportunity to engage in dialogues, discussion on gender and labour issues to strengthen their academic endeavors. The course will help in developing an understanding of both qualitative and some aspects of quantitative research on gender issues in labour. It would encourage researchers to identify emerging areas for research on labour issues from a gender perspective and enable them to theorize and engage in practical applications of their knowledge in their research pursuits.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Theoretical Perspectives on gender and labour research across various disciplines;</li> <li>• To understand the various feminist methodologies and approaches in gender research;</li> <li>• Identifying emerging issues in gender and labour research in social sciences;</li> <li>• Introducing various qualitative and quantitative techniques in gender issues in labour research;</li> <li>• To make the participants familiar with recent statistical packages used in social science research.</li> </ul>
<b>Course Profile</b>	Theoretical perspectives, Methods of Qualitative and Quantitative research, research on emerging issues in gender studies, use statistical packages in social science research.
<b>Methodology</b>	Through lectures, discussions and interactive sessions.
<b>Participation Level</b>	Young teachers and researches from Universities/Colleges/Research Institutions and professionals in government organizations.
<b>Faculty</b>	Faculty members from the institute and resource persons and experts from Universities and research institutions.
<b>Date</b>	February 07-18, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ellina Samantroy, ellinasroy.vvgnli@gov.in

## Research Methods on Gender, Poverty and the Informal Economy

<b>Aim</b>	The course aims to provide a structural analysis of the complex relationships between informality, gendered relations of power and poverty. It also provides researchers with an enhanced understanding of qualitative and quantitative methods on gender, poverty and the informal economy. This course will be an opportunity to discuss and debate on the ongoing issues in conceptualizing and measuring poverty, women empowerment and gender.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Develop sufficient understanding of research methods particularly, compares and contrasts analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy.</li> <li>• Understand various concepts and theories related to gender, poverty and the informal economy research.</li> <li>• To learn an overview of qualitative and quantitative research methods.</li> <li>• Identify research gaps and propose directions for future research work</li> </ul>
<b>Course Profile</b>	Theoretical perspectives, methods of qualitative and quantitative research techniques, analysis and interpretation of Data
<b>Methodology</b>	Through lectures, discussions and interactive sessions.
<b>Participation Level</b>	Young teachers and researchers from universities, colleges/ research institutions and professionals from various institutions. For the welfare of vulnerable and marginalized groups of the society, we will appreciate if participants from reserved categories (SC/ST/) are also nominated. Basic quantitative research knowledge is required.
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	October 18-22, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgnli@gov.in

## Course on Qualitative Methods in Labour Research

<b>Aim</b>	The Course aims at developing the capacities of young research scholars in the area of qualitative research. It provides an opportunity to go through a rigorous and interactive exercise on understanding various qualitative research tools with special focus on labour research.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Address various concepts and theories related to labour</li> <li>• Familiarize participants with the schools of thought in qualitative research</li> <li>• Equip participants with the understanding and applicability of various qualitative methods</li> <li>• Develop capacity to analyse and interpret qualitative data</li> </ul>
<b>Course Profile</b>	Theoretical Perspectives on Labour; Qualitative Research Methods; Analysis and interpretation of Qualitative Data.
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies
<b>Participation Level</b>	Young teachers and research scholars from Universities/Colleges/ Research Institutions and professionals in government organizations who intend to pursue their interest in labour research and policy
<b>Faculty</b>	VVGNI Faculty and external faculty members from leading universities/research institutions
<b>Date</b>	December 13-24, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vvgnli@gov.in

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# **CHILD LABOUR AND BONDED LABOUR PROGRAMMES**

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## Capacity Building Programme on Rehabilitation of Rescued/Released Bonded Labour

<b>Aim</b>	The programme aims to equip participants with skills and knowledge for effective and timely identification, prevention, rescue and rehabilitation of Child Labour and Bonded Labour
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To enhance understanding on the various dimensions of vulnerability to Child Labour and Bonded Labour</li> <li>To impart knowledge on various government related schemes to reduce vulnerability to child labour and bonded labour</li> <li>To Identify major gaps in rehabilitation process and discuss solutions towards strengthening the efforts of implementing NCLP Scheme and on Central Sector Scheme on Bonded Labour Rehabilitation (2016)</li> <li>To discuss the importance of education and livelihood as key components of successful rehabilitation and share best practices from across the country</li> </ul>
<b>Course Profile</b>	CALPR Act, NCLP Scheme, Witness Protection Scheme, Bonded Labour Rehabilitation Scheme, Rural Development Schemes (PMAY, PDS, PMAGY etc.), MNREGA, Skill Training, NGO Best Practices, Recovery of Wages (Back wages), Sharing Best Practices, Models And Convergence
<b>Methodology</b>	Sessions will Include Interactive Discussions, Case Study Presentations, Sharing Best Practices, Group Discussions, Video/Audio Presentations, Follow-Up Field Activities and Interactive Learning Quizzes
<b>Participation Level</b>	NCLPs, SSA, State Rural Livelihood Mission, PRIs, Para-Legal Volunteers and Panel Lawyers of SLSA & DLSA, Officials of State Rural Development and Panchayati Raj Department, Labour Department & WCD, NGOs and Social Workers <b>(For Participants From Major Source States - Odisha, Bihar, Madhya Pradesh &amp; Chhattisgarh)</b>
<b>Faculty</b>	VVGNLI Faculty, Subject Experts and Resource persons from Government and from eminent Organizations involved in Field-level action
<b>Date</b>	April 28-30, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vvgnli@gov.in

## Awareness Generation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders

<b>Aim</b>	The programme aims to equip the participants with skills and knowledge for effective Identification, Release and immediate Rehabilitation (Critical Crisis Period) of Child Labour and Bonded Labour
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To strengthen knowledge and skills for Identification of Child Labour and Bonded Labour (surveys, enquiry etc.)</li> <li>To understand new forms of Bonded Labour and ways to tackle it</li> <li>To impart knowledge on Standard Operating Procedures (SOP) for Identification and Rescue of Child Labour and Bonded Labourer and Prosecution of Offender</li> <li>To understand the linkage between Human Trafficking, Child Labour and Bonded Labour</li> <li>To discuss the importance of effective and timely rehabilitation during the Critical Crisis Period after a Child Labour/Bonded Labourer is rescued</li> <li>To learn about the role of Statutory and Law Enforcement bodies (Police, Labour Department, Vigilance Committees, District Magistrates) from identification to immediate rehabilitation</li> </ul>
<b>Course Profile</b>	CALPR Act, NCLP Scheme, CSS Bonded Labour Scheme, Survey Formats), IPC 370, Inter State Migrant Workmen Act (1979), Standard Operating Procedures (MoLE), Role of Statutory and Law Enforcement bodies (Police, Labour Department, Vigilance Committees, District Magistrates)
<b>Methodology</b>	Sessions will include Interactive Discussions, Case Study Presentations, Sharing of Best Practices, Group Discussions, Video/Audio Presentations, follow-up field activities and interactive learning through Questions and Answers
<b>Participation Level</b>	Representatives from Labour Department (Centre and State), Members of Vigilance Committee, Police (including Anti-Human Trafficking Units), Revenue Officials, NCLPs, District Legal Services Authorities (DLSA), NGOs, CWCs, District Task Force, Social Workers (from States where there is high incidence of child Labour and bonded labour in Northern India- Uttar Pradesh, Madhya Pradesh, Rajasthan & Punjab)
<b>Faculty</b>	VVGNL Faculty and subject Experts from other organizations and Institutions
<b>Date</b>	February 16-18, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vvgnli@gov.in



## Orientation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders

<b>Aim</b>	The programme aims to equip the participants with skills and knowledge for effective Identification, Release and immediate Rehabilitation of Child Labour and Bonded Labour
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To strengthen knowledge and skills for Identification of Child Labour and Bonded Labour</li> <li>To understand new forms of Bonded Labour and ways to tackle it</li> <li>To impart knowledge on Standard Operating Procedures (SOP) for Identification and Rescue of Child Labour and Bonded Labourer and the Prosecution of Offender</li> <li>To understand the linkage between Human Trafficking, Child Labour and Bonded Labour</li> <li>To discuss the important of effective and timely rehabilitation during the critical crisis period after a Child Labour/Bonded Labour is rescued</li> <li>To learn about the role of Statutory and Law Enforcement bodies (Police, Labour Department, Vigilance Committees, DTF, CWC, District Magistrates) from identification to immediate rehabilitation</li> </ul>
<b>Course Profile</b>	CALPR Act, NCLP Scheme, CSS Bonded Labour Scheme (survey formats), IPC 370, Inter State Migrant Workmen Act (1979), Standard Operating Procedures (MoLE), Role of Statutory and Law Enforcement bodies
<b>Methodology</b>	Sessions will include Interactive Discussions, Case Study Presentations, Sharing of Best Practices, Group Discussions, Video/Audio Presentations, Follow-Up Field Activities and Interactive Learning
<b>Participation Level</b>	Representatives from Labour Department (Centre and State), Vigilance Committee members, Police (including Anti Human Trafficking Units), Revenue Officials, District Legal Services Authorities (DLSA), NGOs, CWCs, District Task Force, Social Workers (For States where there is High Incidence of Bonded Labour Including Child Bonded Labour in South India- Telangana, Tamil Nadu, Karnataka & Andhra Pradesh)
<b>Faculty</b>	VVGNLI Faculty, Field experts and other Resource Persons
<b>Date</b>	July 28-30, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vvgnli@gov.in

## Sensitization Training on Convergence for Ending Child Labour and Bonded Labour

<b>Aim</b>	To strengthen the understanding and knowledge of participants (Labour Officials, District Administration and Police) on working together in collaboration to address the issue of Bonded Labour
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To Develop enhance understanding of the Bonded Labour System (Abolition) Act and the roles and responsibilities of law enforcement agencies and statutory bodies.</li> <li>To equip participants on the role and responsibilities of key statutory bodies mandated to address these issues</li> <li>To discuss the linkages between Bonded Labour, Human Trafficking, and Distress Migration</li> <li>To understand the inter-sectional dimensions of crime, exploitation, and wage related violations, and other issues of the bonded labour system</li> <li>To discuss methods of hot-spot mapping, and transit points identification</li> <li>To discuss the role of Police as first responders to the crime</li> <li>To discuss the role and need for proper coordination between Police, Labour Department and District Administration in combating the problem at different stages of Rescue, Rehabilitation, Repatriation and Prosecution</li> </ul>
<b>Course Profile</b>	Overview of Laws and legal provisions relating to Child Labour and Bonded Labour, Case Studies to discuss the linkages between bonded labour, distress migration and human trafficking, role of key departments including Labour Department, Police and District Administration
<b>Methodology</b>	Sessions will include interactive discussions, case study presentations, sharing of best practices, group discussions, video/audio presentations, follow up field activities and interactive lectures
<b>Participation Level</b>	Labour Department officials, Police and AHTU officials, Revenue Officials, District Administration officials including DMs and SDMs etc, Vigilance Committee members & NGOs (For the States - Rajasthan, Uttar Pradesh, Punjab and Madhya Pradesh)
<b>Faculty</b>	VVGNLI Faculty, Field Experts and Practitioners
<b>Date</b>	August 25-27, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vvgnli@gov.in

## Capacity Building Programme on Addressing Source State Vulnerability of Workers to Distress Migration, Trafficking, Child Labour and Bonded Labour

<b>Aim</b>	To strengthen the understanding and knowledge of participants on distress migration and the causes and factors that lead to Bonded Labour, Child Labour and Human Trafficking
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Develop a greater understanding of the Bonded Labour System (Abolition) Act, Inter State Migrant Workmen Act (1979), IPC 370, Code on Wages (2020) and other relevant Laws and Policies</li> <li>• To develop an in-depth understanding on the causes of distress migration</li> <li>• To equip the participants on the role and responsibilities of key statutory bodies mandated to address these issues</li> <li>• To understand the linkages between distress migration, child labour, bonded labour and human trafficking</li> <li>• To discuss the challenges and the possible solutions to address the issue of distress migration leading to bondage</li> <li>• To discuss methods of identifying migrants who are vulnerable to bondage and child labour</li> <li>• To discuss methods of hot-spot mapping, and transit points identification</li> <li>• To discuss victim-friendly repatriation and rehabilitation methods looking at the Inter-State dimensions</li> </ul>
<b>Course Profile</b>	Overview of Laws and legal provisions relating to child labour and bonded labour, case studies to discuss the linkage between bonded labour, distress migration and human trafficking, role of key departments including Labour Department, Police, Rural development, Department of Panchayati Raj and Poverty Alleviation, State Legal Services Authorities (SLSA) and others
<b>Methodology</b>	Sessions will include interactive discussions, case study presentations, sharing of best practices, group discussions, video/audio presentations, follow up field activities and interactive training methods
<b>Participation Level</b>	Officials of Labour Department, DNOs, Members of DTF, Police (including AHTU), officials of the SLSA and DLSA, from WCD, Rural Development Department, members of Rural Livelihood Mission, Vigilance Committee, NGOs, representatives from Trade Unions,
<b>Faculty</b>	VGNLI Faculty, Expert Implementers, and other Resource Persons
<b>Date</b>	September 01-03, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vgnli@gov.in

## Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child Labour/Bonded Labour/Trafficked Labour

<b>Aim</b>	This programme seeks to create awareness and build knowledge of the participants on specific schemes relating to providing legal services to the vulnerable, poor, and marginalized sections of the society, including assistance in applying for schemes and ensuring the receiving of the benefits of the schemes
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Discuss nature and situation of unorganized workers</li> <li>• To understand the importance of rehabilitation, reduction of vulnerability and how it can contribute to strong prosecution</li> <li>• To strengthen knowledge of participants of NALSA Legal Services to the Workers in the Unorganized Sector, Scheme 2015, NCLP Scheme and Central Sector Scheme on Bonded Labour Rehabilitation (2016)</li> <li>• To discuss and share the best practices from different States of the country</li> <li>• To discuss the importance of effective and timely rehabilitation those rescued from labour exploitation</li> <li>• Identify major gaps in rehabilitation process and discuss role of SLSA to bridge the gap</li> </ul>
<b>Course Profile</b>	NALSA Legal Services to the Workers in the Unorganized Sector, Scheme 2015, NCLP Scheme Central Sector Scheme on Bonded Labour Rehabilitation Scheme (2016) & Witness Protection Scheme
<b>Methodology</b>	Sessions will include interactive discussions, case study presentations, sharing of best practices, group discussions, video/audio presentations, follow up field activities and interactive training methods
<b>Participation Level</b>	District Legal Aid Officers and Para Legal Volunteers
<b>Faculty</b>	VGNLI Faculty, Practitioners, Law experts and other resourceful Trainers
<b>Date</b>	October 06-08, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vgnli@gov.in



## Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Bonded Labour

<b>Aim</b>	The programme aims to strengthen the understanding and knowledge of the cause, scope, prevalence, and practice of bonded labour in India, how distress migration caused by various factors leads to bonded labour and human trafficking and to equip participants with knowledge of laws and procedures in identification and releasing bonded labourers
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Develop a greater understanding of the Bonded Labour System (Abolition) Act and the roles and responsibilities of law enforcement agencies and statutory bodies.</li> <li>• To understand the linkages between bonded labour, child labour, human trafficking, and distress migration</li> <li>• To discuss methods of hot-spot mapping, and transit points identification</li> </ul>
<b>Course Profile</b>	Overview of Laws and legal provisions relating to bonded labour, cases studies to discuss the linkage between bonded labour, distress migration and human trafficking, role of key departments including Labour Department, Police and District Administration
<b>Methodology</b>	Sessions will include interactive discussions, case study presentations, sharing of best practices, group discussions, video/audio presentations, follow up field activities and interactive Training methods
<b>Participation Level</b>	Para Legal Volunteers of SLSA and DLSA
<b>Faculty</b>	VVGNI Faculty, Practitioners, Law experts and other resource persons
<b>Date</b>	March 23-25, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vvgni@gov.in

## Capacity Building Programme on Vulnerable Forms of Labour and Worst Forms of Child Labour

<b>Aim</b>	The programme aims to equip the participants with knowledge on bonded labour and child labour and with skills for effective prosecution of offenders in the cases of child labour, bonded labour and trafficked labour
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To enhance understanding on the vulnerable and worst forms of labour and ways to eradicate</li> <li>• To discuss the Myths behind persistence and perpetuation of child labour</li> <li>• To deliberate in detail on the SOPs and policies, and the legislative framework</li> <li>• To impart insight into the linkages between human trafficking, child labour and bonded labour</li> <li>• Brief introduction to in relation to addressing bonded labour and the</li> </ul>
<b>Course Profile</b>	Standard Operating Procedures and Protocols, Child and adolescent Labour (Prohibition and Regulation) Act, 1986; Role of Statutory and Law Enforcement bodies; Bonded Labour System (Abolition) Act 1976; IPC 370; Indian Penal Code, 1860 (IPC); Constitutional Articles 19(1)(d), 19(1)(e), 21, 23, 24 and others; Essential documents in the context of Charge-sheet and Trial
<b>Methodology</b>	Sessions will be conducted by presentation of simplified definitions, case study presentations, including interactive discussion, video/audio presentations and follow-up Field activity after training. Training aids would include providing materials viz. definition formula card, quick reference video, relevant offence table/chart
<b>Participation Level</b>	Panel Advocates of State Legal Services Authorities
<b>Faculty</b>	VVGNI Faculty, Law experts, Field Practitioners and other Resource persons
<b>Date</b>	November 24-26, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Helen R. Sekar helenrsekar.vvgni@gov.in

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# **NORTH-EASTERN STATES PROGRAMMES**

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## Fundamentals of Labour Codes

<b>Aim</b>	The programme aims at equipping the participants with the context of recent Labour reforms and labour codes
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquire the knowledge of substantive as well as procedural contents of Wage Code.</li> <li>To have an understanding of Social Security Code.</li> <li>To develop an insight into the Industrial Relations Code.</li> <li>To gather an understanding of the law relating to Occupational Safety and Health Code.</li> <li>To understand labour codes and its impacts on workers and employers.</li> </ul>
<b>Course Profile</b>	Overview of labour policy, labour legislations and labour reforms in India; Salient features of labour reforms and labour codes; highlights of Wage Code, Social Security Code, Industrial Relations Code, and Occupational Safety and Health Code; understanding of labour codes and its impacts on workers and employers.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Representatives from Trade union & NGOs from North-Eastern States
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	June 21-25, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vvgnli@gov.in

## Understanding New Labour Codes and Rules

<b>Aim</b>	The programme aims at equipping the participants with the context of recent Labour reforms and labour codes.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquire the knowledge of substantive as well as procedural contents of Wage Code.</li> <li>To have an understanding of Social Security Code.</li> <li>To develop an insight into the Industrial Relations Code.</li> <li>To gather an understanding of the law relating to Occupational Safety and Health Code.</li> <li>To understand labour codes and its impacts on workers and employers.</li> </ul>
<b>Course Profile</b>	Overview of labour policy, labour legislations and labour reforms in India; Salient features of labour reforms and labour codes; highlights of Wage Code, Social Security Code, Industrial Relations Code, and Occupational Safety and Health Code; understanding of labour codes and its impacts on workers and employers.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Representatives from Trade union & NGOs from North-Eastern States
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	August 09-13, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya, sanjay.vvgnli@gov.in

## Labour Codes: Issues and Perspectives

<b>Aim</b>	The programme aims at equipping the participants with the context of recent Labour reforms and labour codes.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquire the knowledge of substantive as well as procedural contents of Wage Code.</li> <li>To have an understanding of Social Security Code.</li> <li>To develop an insight into the Industrial Relations Code.</li> <li>To gather an understanding of the law relating to Occupational Safety and Health Code.</li> <li>To understand labour codes and its impacts on workers and employers.</li> </ul>
<b>Course Profile</b>	Overview of labour policy, labour legislations and labour reforms in India; Salient features of labour reforms and labour codes; highlights of Wage Code, Social Security Code, Industrial Relations Code, and Occupational Safety and Health Code; understanding of labour codes and its impacts on workers and employers.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Representatives from Trade union & NGOs from North-Eastern States
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	November 08-12, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vvgnli@gov.in

## Gender Issues in Labour: A Behavioural Approach

<b>Aim</b>	To address and strengthen the understanding of Gender Issues in Labour market.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To address the issue of gender bias with holistic perspective.</li> <li>To enhance the capacity of the participants so that they could tackle the gender based injustice.</li> <li>To orient the participants on laws pertaining to workers labour.</li> <li>To sensitize the participants about sexual harassment at workplace.</li> <li>To discuss about the gender discrimination in the world of work.</li> </ul>
<b>Course Profile</b>	Gender Issues in Labour; Labour Market discrimination; Gender analysis; Sexual harassment at workplace: case studies; Sexual harassment at workplace: preventive measure and complaints mechanism; Laws related to women at workplace
<b>Methodology</b>	Class room lectures, group discussions, simulation technique and role play
<b>Participation Level</b>	Trade Union Leaders from Central Trade Unions and NGOs from <b>North Eastern States</b>
<b>Faculty</b>	Besides the VVGNI faculty, will be invited to take sessions
<b>Date</b>	April 05-09, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgnli@gov.in



## Leadership Development Programme

<b>Aim</b>	The aim of the programme is to enhance leadership skills of trade union representatives from North-Eastern States.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To develop skills and techniques of effective organisation building.</li> <li>To foster skills of effective leadership.</li> <li>To acquaint the participants with the socio-economic and political changes in globalised economy.</li> <li>To impart knowledge about labour laws, development programmes and schemes.</li> </ul>
<b>Course Profile</b>	Basic understanding of leadership skills and impact on self and others, communication skills, decision making process, globalisation and its impact on labour
<b>Methodology</b>	Lectures, group discussions, simulation technique and role play
<b>Participation Level</b>	Trade Union Leaders from Central Trade Unions from <b>North Eastern States</b>
<b>Faculty</b>	Besides the VVGNI faculty, expert resource persons from trade unions and north-eastern states will be invited to take sessions
<b>Date</b>	July 26-30, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Shashi Bala balashashi.vvgnli@gov.in

## Gender, Work and Social Protection for the North Eastern Region

<b>Aim</b>	The programme endeavors to enlighten the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It would enable the participants in developing an understanding about the linkages between Gender, Work and Social Protection. The programme also aims at addressing large questions of women's empowerment and agency by effective designing of the social protection mechanisms in order to prevent gender based deprivation and ensure social protection through a rights based approach.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To develop a conceptual understanding about gender, work and social protection;</li> <li>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.</li> <li>To understand the gendered life cycle risks and nature of vulnerabilities among women across social groups.</li> <li>To address the issues of women's unpaid work and other domestic responsibilities in informing policies on social protection;</li> <li>To understand the different social protection programme/schemes and good practices that promote employment both at national and international levels;</li> <li>To discuss the legislative provisions for women workers on social security .</li> <li>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.</li> </ul>
<b>Course Profile</b>	Gender, Work, social protection, code on social security and provisions for women workers, rights based strategies on social protection.
<b>Methodology</b>	Lectures, class room discussions, experience sharing.
<b>Participation Level</b>	Government Officials, Union Leaders from Central Trade Unions and civil society representatives from North Eastern Region.
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	June 07-11, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vvgnli@gov.in

## Promoting Entrepreneurship through Skill Development

<b>Aim</b>	The programme aims at putting increasing emphasis on enhancing the skills of workers in general and women workers in particular for enhancing employability and to facilitate for decent employment
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Discuss the nature and characteristics of the informal economy and role of skill</li> <li>• Situate the importance of skill development in the functioning of informal economy</li> <li>• Share the experiences of various social partners in skill development and training</li> <li>• Discuss appropriate strategies for skill development in the informal sector occupations</li> </ul>
<b>Course Profile</b>	Informal Sector: Concept, Informal Sector Composition, Importance of Skill Development in present era, Skill Development Systems in India, Skill Gap, Policy Response and Skill Development Initiatives, Case- Studies on Skill Development
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Representatives from Trade union & NGOs from North-Eastern States
<b>Faculty</b>	Besides the VVG NLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	May 03-07, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vgnli@gov.in

## Understanding Labour Market & Employment Opportunities (with NICS, Noida at VVG NLI)

<b>Aim</b>	To make the Employment Officers of North Eastern States and Government Officials who are working in the area of Employment and skill development of North Eastern States, aware of the Labour Market trends, Employment opportunities and important role being played by National Career Service project in this area.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To update the knowledge and skills of employment officers on fast changing Labour market dynamics due to Liberalisation, Globalisation and Privatisation of economy.</li> <li>• To understand the nature of Labour market trends at various levels.</li> <li>• To give an idea of different Research Methodologies based on which analysis of Labour market could be done</li> <li>• To understand the role of NCS in Employment Market/Labour Market related areas.</li> </ul>
<b>Course Profile</b>	ILO convention/recommendation relating to Labour/employment market, NCO, NIC, Survey and Research Methodologies, Employment Exchange, CNV Act/ Rules, Collection, compilation, interpretation of Labour / employment market information data, Preparation of Labour / Employment Market Information Reports, Updation of Employers register., NCS Portal management, Role of NCS in extending employment opportunities to the Job Seekers through the studies of employment market/labour market analysis, Role of MCCs in extending employment opportunities to the Job Seekers through the studies of employment market/labour market analysis, Employment schemes of various Ministries with a special focus on North Eastern States.
<b>Methodology</b>	Classroom Training, Computer Lab Training, Field Visit
<b>Participation Level</b>	Employment Officers of North Eastern States and Government Officials of North Eastern States who are working in the area of Employment.
<b>Faculty</b>	Besides the VVG NLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	July 12-16, 2021, December 13-17, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vgnli@gov.in



## Development Schemes as an Instrument for Social Protection

<b>Aim</b>	To develop an understanding of social protection and livelihood security for informal sector workers through development schemes
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To understand livelihood risk and vulnerability of the rural poor</li> <li>To understand the different social protection programmes that transfers assets and skills people for self-employment and public works programmes that enable people to cope with poverty</li> <li>To explore the alternative coping strategies/good practices for poverty reduction</li> </ul>
<b>Course Profile</b>	Overview of social security and antipoverty programmes; sharing community experiments; understanding alternative strategies for poverty reduction
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Govt. officials, Representatives from Trade union & NGOs from North-Eastern States.
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	January 10-14, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vvgni@gov.in

## Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers

<b>Aim</b>	To address and strengthen the understanding of gender issues in labour market and to enhance the understanding of related Laws.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To familiarize legal systems aimed at elimination of all forms of discrimination against women</li> <li>To discuss the new challenges of Women, Work and the Informal Economy and also Gender Issues in Labour Market.</li> <li>To provide information on various development schemes or Institutional mechanisms, to promote the advancement of women, which exist at the Central and State levels.</li> </ul>
<b>Course Profile</b>	Gender Issues in Labour; Labour Market discrimination; Gender analysis; Sexual Harassment at workplace: case studies' Sexual Harassment at workplace; preventive measure and complaints mechanism; Laws related to women at workplace.
<b>Methodology</b>	Class room lectures, group discussions, simulation technique and role play
<b>Participation Level</b>	Women Workers of Central Trade Unions. (Both English and Hindi working knowledge is required)
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	March 07-11, 2022
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgni@gov.in

## Social Protection and Livelihood Security for North Eastern States

<b>Aim</b>	To develop an understanding of social protection and livelihood security for informal sector workers.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Understand livelihood risk and vulnerability of the rural poor.</li> <li>• Understand the different social protection programmes that transfer assets and skills of people for self-employment and public works programmes that enable people to cope with poverty.</li> <li>• Explore the alternative coping strategies/good practices for poverty reduction.</li> </ul>
<b>Course Profile</b>	Overview of social security and antipoverty programmes; sharing community experiments; understanding alternative strategies for poverty reduction.
<b>Methodology</b>	The training involved lectures by resource person, brain storming sessions, discussions interactive sessions and sharing case studies
<b>Participation Level</b>	Representatives of NGO's and Trade Unions from North Eastern States. Both English and Hindi working knowledge is required.
<b>Faculty</b>	Besides the VVGNI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	July 19-23, 2021
<b>Venue</b>	V.V. Giri National Labour Institute, NOIDA
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgnli@gov.in

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# **COLLABORATIVE TRAINING PROGRAMMES**

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## Fundamentals of Labour Codes (MILS, Mumbai)

<b>AIM</b>	The programme aims at equipping the participants with the context of labour legislation and recent Labour jurisprudence
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquire the knowledge of substantive as well as procedural contents of Industrial Relations Law.</li> <li>To have an understanding of Social Security legislations.</li> <li>To develop an insight into the Wage Law.</li> <li>To develop an understanding of the law relating to Contract Labour.</li> </ul>
<b>Course Profile</b>	Salient features of Industrial Relations Law including Trade Unions Act, IE(S.O) Act and Industrial Disputes Act, Objectives and salient features of social security laws including Workmen's Compensation Act, Employees Provident Fund and Miscellaneous Provisions Act, Payment of Gratuity Act, Salient features of the law relating to wages.
<b>Methodology</b>	Lecture, Discussions, Interactive Sessions.
<b>Participation Level</b>	Representatives of Trade Unions and NGOs from State of Maharashtra
<b>Faculty</b>	Experienced and eminent persons from Labour Administration, Academics & Trade Unions.
<b>Duration</b>	August 18-20, 2021
<b>Venue</b>	MILS, Mumbai
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vgnli@gov.in

## Fundamentals of Labour Codes (MGLI, Gujarat)

<b>AIM</b>	The programme aims at equipping the participants with the context of labour legislation and recent Labour jurisprudence
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To acquire the knowledge of substantive as well as procedural contents of Industrial Relations Law.</li> <li>To have an understanding of Social Security legislations.</li> <li>To develop an insight into the Wage Law.</li> <li>To develop an understanding of the law relating to Contract Labour.</li> </ul>
<b>Course Profile</b>	Salient features of Industrial Relations Law including Trade Unions Act, IE(S.O) Act and Industrial Disputes Act, Objectives and salient features of social security laws including Workmen's Compensation Act, Employees Provident Fund and Miscellaneous Provisions Act, Payment of Gratuity Act, Salient features of the law relating to wages.
<b>Methodology</b>	Lecture, Discussions, Interactive Sessions.
<b>Participation Level</b>	Representatives of Trade Unions and NGOs from State of Gujarat
<b>Faculty</b>	Experienced and eminent persons from Labour Administration, Academics & Trade Unions.
<b>Duration</b>	November 08-10, 2021
<b>Venue</b>	MGLI, Gujarat
<b>Course Director</b>	Dr. Sanjay Upadhyaya sanjay.vgnli@gov.in



## Understanding New Labour Codes (SLI, Odisha)

<b>Aim</b>	The programme aims at enhancing the understanding of the participants on the process of labour reforms in India. It would orient the participants to have an understanding on the key features of various labour codes.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss the overall framework of labour legislation in India and the context of labour law reforms;</li> <li>To provide an overview of the constitutional framework for formulation of labour legislation;</li> <li>To discuss the key features of four labour codes in India;</li> <li>To understand the implication of these codes on the labour market.</li> </ul>
<b>Course Profile</b>	Framework of Labour Legislation, Constitutional Provisions, the Code on Wages, Code on Industrial Relations, Occupational Safety, Health and Working Conditions Code and Social Security Code.
<b>Methodology</b>	Through lectures, group discussions and interactive sessions.
<b>Participation Level</b>	Trade Union Representatives, labour researchers, middle level executive of the government, officers of the labour department from central and state labour dept., employers representatives etc.
<b>Faculty</b>	Besides the VVG NLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	July 07-09, 2021
<b>Venue</b>	SLI, Odisha
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vvgnli@gov.in

## Capacity Development Programme on Code on Wages 2019 (SLI, Odisha)

<b>Aim</b>	The programme aims at to develop capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and businesses.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>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;</li> <li>Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;</li> <li>Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;</li> <li>Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and</li> <li>Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Officials of State Labour Departments ,representative of trade unions and employer's association
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	February 01-04, 2022
<b>Venue</b>	SLI, Odisha
<b>Course Director</b>	Dr. Anoop K. Satpathy, anoopsatpathy.vvgnli@gov.in

## Capacity Development Programme on Code on Wages 2019 (SLI, West Bengal)

<b>Aim</b>	The programme aims at to develop capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and bussinesses.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• 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;</li> <li>• Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;</li> <li>• Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;</li> <li>• Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and</li> <li>• Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Officials of State Labour Departments ,representative of trade unions and employer's association
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	July 06-09, 2021
<b>Venue</b>	SLI, West Bengal
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vgnli@gov.in

## Capacity Development Programme on Code on Wages 2019 (MGLI, Gujarat)

<b>Aim</b>	The programme aims at to develop capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and bussinesses.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• 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;</li> <li>• Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;</li> <li>• Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;</li> <li>• Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and</li> <li>• Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Officials of State Labour Departments ,representative of trade unions and employer's association
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	Augsut 03-06, 2021
<b>Venue</b>	MGLI, Gujarat
<b>Course Director</b>	Dr. Anoop K. Satpathy, anoopsatpathy.vgnli@gov.in



## Capacity Development Programme on Code on Wages 2019 (MILS, Maharashtra)

<b>Aim</b>	The programme aims at to develop capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and bussinesses.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• 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;</li> <li>• Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;</li> <li>• Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;</li> <li>• Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and</li> <li>• Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Officials of State Labour Departments ,representative of trade unions and employer's association
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	September 06-09, 2021
<b>Venue</b>	MILS, Mumbai, Maharashtra
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vgnli@gov.in

## Capacity Development Programme on Code on Wages 2019 (KILE, Kerala)

<b>Aim</b>	The programme aims at to develop capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and bussinesses.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• 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;</li> <li>• Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;</li> <li>• Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;</li> <li>• Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and</li> <li>• Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Officials of State Labour Departments ,representative of trade unions and employer's association
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	October 11-14, 2021
<b>Venue</b>	KILE, Kerala
<b>Course Director</b>	Dr. Anoop K. Satpathy, anoopsatpathy.vgnli@gov.in

## Capacity Development Programme on Code on Wages 2019 (KLI, Karnataka)

<b>Aim</b>	The programme aims at to develop capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and businesses.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• 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;</li> <li>• Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;</li> <li>• Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;</li> <li>• Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and</li> <li>• Stimulate exchange of views and experiences among participants.</li> </ul>
<b>Course Profile</b>	Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.
<b>Methodology</b>	Lectures, Interactive Sessions, Discussions and Case Studies
<b>Participation Level</b>	Officials of State Labour Departments ,representative of trade unions and employer's association
<b>Faculty</b>	Apart from internal faculty, other eminent experts working in the field.
<b>Date</b>	November 15-18, 2021
<b>Venue</b>	KLI, Karnataka
<b>Course Director</b>	Dr. Anoop K. Satpathy anoopsatpathy.vvgnli@gov.in

## Emerging Perspectives on Gender, Labour Laws and International Labour Standards (SLI, Odisha)

<b>Aim</b>	The programme endeavors to sensitize the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It would also enable the participants in developing an understanding about the existing legal instruments and international labour standards for ensuring equality at workplace and promoting workers' rights based on a model of social justice. The programme also aims to address the larger questions on intersection of paid work and unpaid unpaid/care work and recognition of care as a right that need to be incorporated into the policy framework for facilitating women's employment and sustenance in the labour market.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To provide an overview of gender and the labour market;</li> <li>• To analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc.</li> <li>• To understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses;</li> <li>• To sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace;</li> <li>• To understand the various international labour standards/international instruments and good practices on gender equality;</li> <li>• To discuss about strategies of promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market.</li> </ul>
<b>Course Profile</b>	Gender and labour laws, gender inequalities in the labour market, national legislations and policies on promoting workplace equality, international instruments/international labour standards on gender equality.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Government Officials, Union Leaders from Central Trade Unions and Civil Society representatives
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	December 21-23, 2021
<b>Venue</b>	SLI, Odisha
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vvgnli@gov.in



## Gender and Labour Issues (GIDR, Gujarat)

<b>Aim</b>	The programme aims at strengthening the understanding of participants on gender and labour issues. The programme would acquaint the participants with the various inequalities prevalent in the labour market and also enable them to develop an understanding about the challenges existing in the labour market scenario.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To develop a conceptual overview of gender and work;</li> <li>• To discuss the inequalities prevalent in the work of work;</li> <li>• To sensitize the participants about various discriminatory practices prevalent in the world of work;</li> <li>• To create awareness about gender and development issues related to work; education health, violence, developmental policies and programmes, legislative measures etc.</li> <li>• To discuss the impact of COVID 19 on women workers and the gender sensitive responses.</li> <li>• To provide an insight into the legislative provisions for women workers</li> <li>• To discuss about various social security policies/schemes for women workers</li> </ul>
<b>Course Profile</b>	Gender Dimensions of Employment, labour market discrimination and inequality, COVID 19 and women workers, gender and labour laws, Social security for women workers.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Trade Union Leaders/Organisers from Central Trade Unions, officers from labour department, researchers and civil society representatives.
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	March 08-10, 2022
<b>Venue</b>	GIDR, Gujarat
<b>Course Director</b>	Dr. Ellina Samantroy ellinasroy.vvgnli@gov.in

## Labour & Globalisation (Goa University)

<b>Aim</b>	To familiarize young students with various Labour Issues and their capacities to contribute in their academic and professional pursuits
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To understand world of work and decent employment</li> <li>• To make the participants acquainted with various Labour Issues</li> <li>• To discuss important issues related to labour and employment</li> <li>• To enable participants to contribute in their academic and professional work.</li> </ul>
<b>Course Profile</b>	Understanding Labour and Labour Market, Overview of Issues, Skill Development of Employment, Employability (Youth Employability), Productivity, Inclusive Growth, Social Protection, Migration, Labour Administration, Child Labour, Gender Issues, Introduction to Labour Research, Leadership/communication Skill, Labour Research etc
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Students currently pursuing MA in Social Sciences
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	October 25-29, 2021
<b>Venue</b>	Goa University, Goa
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vvgnli@gov.in

## Labour & Globalisation (Tezpur University, Tezpur)

<b>Aim</b>	To familiarize young students with various Labour Issues and their capacities to contribute in their academic and professional pursuits
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To understand world of work and decent employment</li> <li>To make the participants acquainted with various Labour Issues</li> <li>To discuss important issues related to labour and employment</li> <li>To enable participants to contribute in their academic and professional work.</li> </ul>
<b>Course Profile</b>	Understanding Labour and Labour Market, Overview of Issues, Skill Development of Employment, Employability (Youth Employability), Productivity, Inclusive Growth, Social Protection, Migration, Labour Administration, Child Labour, Gender Issues, Introduction to Labour Research, Leadership/communication Skill, Labour Research etc.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Students currently pursuing MA in Social Sciences
<b>Faculty</b>	Besides the VVGnLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	May 24-28, 2021
<b>Venue</b>	Tezpur University, Tezpur
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vgnli@gov.in

## Social Protection and Livelihood Security in the North East (IGNTU, Imphal)

<b>Aim</b>	To enhance the competence of social partners and motivate them to work towards the promotion and holistic management of livelihood and Social Security measures in the North East
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss various issues challenges relating to livelihood and Social Security</li> <li>To make the participants understand their roles in addressing the issues</li> <li>To discuss about new avenues and innovative methods</li> <li>To enable them to contribute effectively for the promotion and management of livelihood and social security in the region</li> </ul>
<b>Course Profile</b>	Overview of socio economic conditions in the Region and Emerging issues, Deterrent factors for Livelihoods and Social Security, Challenges of Climate Change , Confronting Disaster, Innovation in employment and integrating skill development initiatives with local conditions for better livelihood opportunities (Local Resource Management, Entrepreneurship Development). Effective Implementation of Social Security Programmes.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Govt. officials, Representatives from Trade Unions, NGOs & Research Scholars
<b>Faculty</b>	Besides the VVGnLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	February 21-25, 2022
<b>Venue</b>	IGNTU, Imphal
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vgnli@gov.in



## Labour & Globalisation (MS University, Baroda)

<b>Aim</b>	To familiarize young students with various Labour Issues and their capacities to contribute in their academic and professional pursuits
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To understand world of work and decent employment</li> <li>To make the participants acquainted with various Labour Issues</li> <li>To discuss important issues related to labour and employment</li> <li>To enable participants to contribute in their academic and professional work.</li> </ul>
<b>Course Profile</b>	Understanding Labour and Labour Market, Overview of Issues, Skill Development of Employment, Employability (Youth Employability), Productivity, Inclusive Growth, Social Protection, Migration, Labour Administration, Child Labour, Gender Issues, Introduction to Labour Research, Leadership/communication Skill, Labour Research etc
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Students currently pursuing MA in Social Sciences
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	August 02-06, 2021
<b>Venue</b>	MS University, Baroda
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vgnli@gov.in

## Labour Market Analysis (LMA) & National Career Service Project (NCSP) (NICS, Noida)

<b>Aim</b>	To make the Employment Officers of North Eastern States and Government Officials who are working in the area of Employment and skill development of North Eastern States, aware of the Labour Market trends, Employment opportunities and important role being played by National Career Service project in this area.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To update the knowledge and skills of employment officers on fast changing Labour market dynamics due to Liberalisation, Globalisation and Privatisation of economy.</li> <li>To understand the nature of Labour market trends at various levels.</li> <li>To give an idea of different Research Methodologies, based on which analysis of Labour market could be done and</li> <li>To understand the role of NCS in Employment Market/Labour Market related areas.</li> </ul>
<b>Course Profile</b>	ILO convention/recommendation relating to Labour/employment market, NCO, NIC Survey and Research Methodologies, Employment Exchange, CNV Act/Rules, Collection, compilation, interpretation of Labour / employment market information data, Preparation of Labour / Employment Market Information Reports, Updation of Employers register, NCS Portal management, Role of NCS in extending employment opportunities to the Job Seekers through the studies of employment market/labour market analysis, Role of MCCs in extending employment opportunities to the Job Seekers through the studies of employment market/labour market analysis, Employment schemes of various Ministries with a special focus on North Eastern States.
<b>Methodology</b>	Lectures, discussions, audio-visual presentations, case studies and experience sharing.
<b>Participation Level</b>	Employment Officers of North Eastern States and Government Officials of North Eastern States who are working in the area of Employment.
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	September 20-24, 2021, March 21-25, 2022
<b>Venue</b>	NICS, Noida
<b>Course Director</b>	Dr. Otojit Kshetrimayum otojit.vgnli@gov.in

## Research Methods on Gender, Poverty and the Informal Economy (Avinashilingam University)

<b>Aim</b>	The course aims to provide a structural analysis of the complex relationships between informality, gendered relations of power and poverty. It also provides researchers with an enhanced understanding of qualitative and quantitative methods on gender, poverty and the informal economy. This course will be an opportunity to discuss and debate on the ongoing issues in conceptualizing and measuring poverty, women empowerment and gender.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Develop sufficient understanding of research methods particularly, compares and contrasts analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy.</li> <li>• Understand various concepts and theories related to gender, poverty and the informal economy research.</li> <li>• To learn an overview of qualitative and quantitative research methods.</li> <li>• Identify research gaps and propose directions for future research work</li> </ul>
<b>Course Profile</b>	Theoretical perspectives, methods of qualitative and quantitative research techniques, analysis and interpretation of Data
<b>Methodology</b>	Through lectures, discussions and interactive sessions.
<b>Participation Level</b>	Young teachers and researchers from universities, colleges/ research institutions and professionals from various institutions. For the welfare of vulnerable and marginalized groups of the society, we will appreciate if participants from reserved categories (SC/ ST/) are also nominated. Basic quantitative research knowledge is required.
<b>Faculty</b>	Besides the VVG NLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	April 05-07, 2021
<b>Venue</b>	Avinashilingam University
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgnli@gov.in

## Workshop on Kerala's Lessons, Job Challenges and Strategies (KILE, Kerala)

<b>Aim</b>	This programme aims to enhancing the capacities of the concerned stakeholders in designing and operationalizing effective labour market and employment policies and thereby undertaking various policy initiatives related to job challenges in Kerala. The programme provides an opportunity for the participants to have intensive interface with renowned scholars and practitioners in the area of labour market and employment.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Provide an overview of emerging trends in employment scenario at the national and state level.</li> <li>• Acquire knowledge about Labour Market dynamics in Kerala.</li> <li>• Understand the pattern and complex phenomenon of employment, especially female employment in Kerala</li> <li>• Capacity building to undertake labour market surveys and strategies in employment generation</li> </ul>
<b>Course Profile</b>	Nature and characteristics of Labour Market, emerging trends in employment, Gender issues in labour, different sources and surveys of labour and employment, good practices in employment generation, macro and Sectoral policies in generating employment.
<b>Methodology</b>	Lectures, interactive sessions, discussions and case studies
<b>Participation Level</b>	Middle and senior level officers and key functionaries from representatives from trade union, employers and civil society organizations dealing with labour market. Researchers specializing in labour market studies.
<b>Faculty</b>	Besides the VVG NLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	December 22-23, 2021
<b>Venue</b>	KILE, Kerala
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgnli@gov.in



## Workshop on 'Employment Challenges and Strategies in India: Post Covid-19 Scenario' (University of Kerala)

<b>Aim</b>	<p>Understanding labour market situation in a country is the key driver for economic growth as it helps to understand the shocks and problems affecting the economy particularly during the crisis period. All over the world lives and livelihoods are changing in the pandemic, and of course, will reflect in the post-pandemic situation too. The neoliberal policies completely failed globally and ultimately resulted in unemployment, lay off and pay cuts. Moreover, the sustainability of each country depending on the quick response to the pandemic health threats and the chances and measures of the survival responses on the economy, the real challenging task. In this economic and health crisis, revival and restructuring of the economy through macroeconomic, fiscal, sectoral, labour and employment policies is need of the hour.</p> <p>Consequent to the revival strategies, it is also significant to know the recent developments happening in the Indian labour and employment policy measures. Especially, labour and employment measures in five key areas, namely skill development, labour regulation, public employment service, social security. Various other debates on the labour market have emerged in the COVID situation such as work from home, employment insurance, reskilling and upskilling of employees etc. This training programme aims to enhance the capacities of the concerned stakeholders in designing and operationalizing effective labour market and employment policies and thereby undertaking various policy initiatives.</p>
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Provide an overview of post COVID -19 Scenario of emerging trends in employment at the national and state level.</li> <li>• Acquire knowledge about Post COVID Labour Market dynamics in India.</li> <li>• Understand the pattern and complex phenomenon of employment, especially female employment</li> <li>• Capacity building to undertake labour market surveys and strategies in employment generation</li> </ul>
<b>Course Profile</b>	Nature and characteristics of Labour Market, emerging trends in employment, Gender issues in labour, different sources and surveys of labour and employment, good practices in employment generation, macro and Sectoral policies in generating employment.
<b>Methodology</b>	Lectures, interactive sessions, discussions and case studies
<b>Participation Level</b>	Middle and senior level officers and key functionaries from representatives from trade union, employers and civil society organizations dealing with labour market. Researchers specializing in labour market studies.
<b>Faculty</b>	Besides the VVG NLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	June 23-24, 2021
<b>Venue</b>	University of Kerala, Trivandrum
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgnli@gov.in

## Capacity Building Programme on Emerging Labour Market Issues and Strategic Responses (NICS, Noida)

<b>Aim</b>	This programme aims to enhancing the capacities of the concerned stakeholders in designing and operationalizing effective labour market and employment policies and thereby undertaking various policy initiatives. The programme provides an opportunity for the participants to have intensive interface with renowned scholars and practitioners in the area of labour market and employment.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Provide an overview of emerging trends in employment scenario at the national and global level.</li> <li>• Acquire knowledge about Labour Market dynamics in India especially during crisis.</li> <li>• Understand the pattern and complex phenomenon of employment, in its various dimensions including gender.</li> <li>• Capacity building to undertake labour market analysis and strategies in employment generation</li> </ul>
<b>Course Profile</b>	Nature and characteristics of Labour Market, emerging trends in employment, Gender issues in labour, different sources and surveys of labour and employment, good practices in employment generation.
<b>Methodology</b>	The training will primarily make use of lectures, case studies and experience sharing. It will also include discussions and thus be participative in nature.
<b>Participation Level</b>	Officers and key functionaries of the government, representatives from trade union, employers and civil society organizations dealing with labour market. Researchers and PhD scholars specializing in labour market studies. Participants should have working knowledge of English.
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	November 24-26, 2021
<b>Venue</b>	NICS, Noida
<b>Course Director</b>	Dr. Dhanya M.B. dhanyamb.vvgnli@gov.in

## Research Methods on Labour Market Analysis (Ambedkar University, New Delhi)

<b>Aim</b>	The course aims to provide a comprehensive learning of the issues that have dominated in the labor market research. It also provides researchers with an enhanced understanding of qualitative and quantitative methods on labour market research. This course will be an opportunity to discuss and debate on the ongoing issues on jobless growth, gender issues in labour, theories on labour market, conceptual and empirical issues on surveys on employment etc.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Develop sufficient understanding of research methods particularly, compares and contrasts analytical and methodological frameworks used in various studies related labour market research.</li> <li>• Understand various concepts and theories related to labour market.</li> <li>• To learn an overview of qualitative and quantitative research methods.</li> <li>• Identify research gaps and propose directions for future research work</li> </ul>
<b>Course Profile</b>	Theoretical perspectives, methods of qualitative and quantitative research techniques, analysis and interpretation of Data
<b>Methodology</b>	Through lectures, discussions and interactive sessions.
<b>Participation Level</b>	Young teachers and researchers from universities, colleges/ research institutions and professionals from various institutions. For the welfare of vulnerable and marginalized groups of the society, we will appreciate if participants from reserved categories (SC/ ST/) are also nominated.
<b>Faculty</b>	Besides the VVGNLI faculty, experts in the field will be invited to deliver sessions.
<b>Date</b>	May 10-12, 2021
<b>Venue</b>	Ambedkar University, New Delhi
<b>Course Director</b>	Dr. Dhanya M.B., dhanyamb.vvgnli@gov.in



## Social Security for Unorganised Workers (SLI, Odisha)

<b>AIM</b>	The programme aims to sensitize the participants about the existing inequalities and the need for universal social security
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To make the participants acquainted with various inequalities existing in the work and coverage of social security</li> <li>To sensitize the participants about the legislative framework for social security, social security schemes for workers, and the unique practices in the country</li> <li>To familiarize the participants with labour laws and social security provisions</li> <li>To discuss the unique practices and innovative models of social security for unorganised workers</li> </ul>
<b>Course Profile</b>	Overview of employment in the unorganized sector; Decent Employment; Concept of Social Security and its status; Social security laws; Social security Schemes, both Central and State Specific; Building and Other Construction Workers' Welfare Board, funds and schemes; Unique practices adopted to provide social security for unorganised workers
<b>Methodology</b>	Lectures, Group Work, Discussions, Case Studies
<b>Participation Level</b>	Central Trade Union Leaders and Rural Organisations
<b>Faculty</b>	VGNLI Faculty; External Experts
<b>Duration</b>	December 22-24, 2021
<b>Venue</b>	State Labour Institute, Odisha
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in

## Empowerment Programme for Beedi Workers (NIRD&PR, Hyderabad)

<b>AIM</b>	To promote empowerment of Beedi workers in rural areas
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To make the participants acquainted with various issues related to world of work and decent employment</li> <li>To sensitize the participants about problems of Beedi workers and Beedi Industry</li> <li>To familiarize the participants with labour laws and social security provisions for Beedi Workers</li> <li>To acquaint the participants with effective communication, team-building, and leadership skills</li> </ul>
<b>Course Profile</b>	Overview of employment in the unorganized sector; Overview of the Beedi industry; Problems of the workers in Beedi Industry; Labour laws related to Beedi workers; Vulnerability of households engaged in Beedi Work; Social security for Beedi workers; Beedi Workers Welfare Act and Beedi Workers Regulation of employment Act, Aasara Pension Scheme for Beedi Workers; Effective communication skills, team-building and leadership skills
<b>Methodology</b>	Lectures, Group Work, Discussions, Case Studies
<b>Participation Level</b>	Organisers of Beedi Workers; Representatives from PRIs and Rural Development Functionaries
<b>Faculty</b>	VGNLI Faculty; NIRD&PR Faculty; External Experts
<b>Duration</b>	January 19-21, 2022
<b>Venue</b>	NIRD&PR, Hyderabad
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in

## Effects of Extreme Climate Events on Labour: Challenges and Mitigation (Council for Social Development, Hyderabad)

<b>AIM</b>	To enhance the knowledge, understanding and capacity of the participants on matters relevant to extreme climatic events, decent work and status of labour welfare in rural and transitional areas
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To sensitize the participants about the concepts and hence the impact of extreme climate events on different segments of the labour force and their working conditions</li> <li>To familiarize the participants about the negative effects of climate instability and extreme weather events on employment vulnerability</li> <li>To acquaint the participants on various laws and other social security nets for the workers focusing on climate risk resilience, adaptation and labour security</li> </ul>
<b>Course Profile</b>	Climate instability and impact on livelihoods and decent employment in rural and transitional (peri-urban) areas; Various adaptation and mitigation strategies adopted by labour; Demand-pull and distress-driven livelihoods strategies and its impact on labour supply; Effects of climate change and extreme weather events on overall labour dynamics, including trends in migration, child labour practices, deterioration of working conditions of labour, status of wage payment etc.; Effect of climate change on livelihoods of vulnerable sections; Labour laws and other social security provisions for the worker with respect to climate risk resilience and adaptation; Challenges relating to access to these security nets; Factors influencing the adaptive strategies adopted by labour; Climate instability and significance of SHGs and Cooperatives in securing livelihoods of the people; Civil Society and its role in labour welfare
<b>Methodology</b>	Lectures, Group Work, Discussions, Case Studies, presentations by participants, field visit
<b>Participation Level</b>	Government officials, Professionals from Research Institutes, Policy Research Organizations; Representatives from Central Trade Unions
<b>Faculty</b>	VGNLI Faculty Member; Faculty members from Council for Social Development, Hyderabad; Faculty members from NIRD&PR, Central University of Hyderabad, CESS, Hyderabad
<b>Duration</b>	September 27-30, 2021
<b>Venue</b>	Council for Social Development, Hyderabad
<b>Course Director</b>	Dr. Manoj Jatav Jatav.manoj@gov.in

## Social Security for Workers (SLI, West Bengal)

<b>AIM</b>	The programme aims to sensitize the participants about the existing inequalities and the need for universal social security. It would enable participants to understand the international standards and existing legal instruments as well as some global best practices on social security and discusses the policy as well as the legislative framework of social security in the Indian context.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To sensitize the participants on the various international labour standards/instruments and good practices in the area of social security</li> <li>To develop insight on the existing national policies and legal instruments in the area of social security of workers.</li> <li>To discuss strategies for the promotion of decent work and practices that fulfill the guidelines of the SDGs</li> <li>Familiarize participants with different micro level social security experiments</li> </ul>
<b>Course Profile</b>	International labour standards/instruments on social security, legislations and national policies, sharing good practices and community level programmes.
<b>Methodology</b>	Lectures, individual and group presentations, sharing case studies.
<b>Participation Level</b>	Government Officials and Trade Union Leaders from CTUOs.
<b>Faculty</b>	VGNLI Faculty and external faculty
<b>Duration</b>	February 01-03, 2022
<b>Venue</b>	SLI, West Bengal
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vgnli@gov.in



## Research Methods in Labour Studies (MILS, Mumbai)

<b>AIM</b>	The Course provides an opportunity to go through a rigorous and interactive exercise on understanding various research methods and tools with special focus on labour research.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Provide an overview of the labour and employment scenario in India</li> <li>• Equip participants with the understanding and applicability of various quantitative and qualitative research methods and techniques</li> <li>• Understand analysis and interpretation of data</li> <li>• Familiarise participants with major statistical packages for data analysis.</li> <li>• Developing capacities to undertake labour research by using quantitative and qualitative research methods and techniques</li> </ul>
<b>Course Profile</b>	Overview of Quantitative and Qualitative Research Methods; Analysis and interpretation of Data.
<b>Methodology</b>	Lecture, Discussions, Interactive Sessions.
<b>Participation Level</b>	Young teachers and researchers from Universities/Colleges/ Research Institutions and professionals in government organizations who intend to pursue their interest in labour research and policy.
<b>Faculty</b>	VGNLI Faculty and external faculty members from leading universities/research institutions.
<b>Duration</b>	June 14-18, 2021
<b>Venue</b>	MILS, Mumbai
<b>Course Director</b>	Dr. Ruma Ghosh rumaghosh.vgnli@gov.in

## Enhancing Leadership Skills: Fishery Workers (SLI Odisha)

<b>AIM</b>	To enhance organisation building capacity of activists of fishery workers' unions
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To impart knowledge and information about fishery industry in general and status of workers in particular</li> <li>• To enhance inter-personal communication</li> <li>• To discuss the legal protections in various labour legislations</li> <li>• To familiarise on the various aspects of welfare funds</li> </ul>
<b>Course Profile</b>	Overview of the fishery Industry, Problems of fishery Industry, Leadership Styles, Communication Skills, Effective Trade Union Building
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Trade Union Leaders sponsored by Central Trade Unions from fishery Sector
<b>Faculty</b>	Besides the internal faculty of the VGNLI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	May 17-21, 2021
<b>Venue</b>	SLI, Odisha
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vgnli@nic.in

## Strengthening Leadership Skills: Beedi Industry Representatives (SLI Odisha)

<b>AIM</b>	To enhance organisation building capacity of activists of beedi workers unions
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To impart knowledge and information about beedi industry in general and status of workers in particular</li> <li>To enhance inter-personal communication</li> <li>To discuss the legal protections in various labour legislations</li> <li>To familiarise on the various aspects of welfare funds for beedi workers</li> </ul>
<b>Course Profile</b>	Problems of Beedi Industry, Leadership Styles, Communication Skills, Overview of the Beedi Industry, Effective Trade Union Building, Beedi Workers Welfare Act and Beedi Workers Regulations of Employment Act, etc.
<b>Methodology</b>	Lectures, case studies and group discussion
<b>Participation Level</b>	Representatives of Trade Unions/Organisers of Beedi Workers from Central Trade Union, Govt of Odisha representative, Labor Department Officers, Social Workers
<b>Faculty</b>	Besides the internal faculty of the VVGNLI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	January 10-14, 2022
<b>Venue</b>	SLI, Odisha
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vgnli@nic.in

## Leadership Development Programme for Tea Garden Workers (SLI, West Bengal)

<b>AIM</b>	The aim of the programme is to enhance leadership skills of trade union activists working for Tea Garden workers.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>To discuss various issues of labour working in tea gardens.</li> <li>To develop skills and techniques of effective organisation building</li> <li>To foster skills of effective leadership.</li> </ul>
<b>Course Profile</b>	Basic understanding of leadership skills and impact on self and others, communication skills, decision making process, globalisation and its impact on labour
<b>Methodology</b>	Lectures, group discussions, simulation technique and role play.
<b>Participation Level</b>	Trade Union Leaders/Activists engaged in Tea Gardens
<b>Faculty</b>	Besides the internal faculty of the VVGNLI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	December 27-29, 2021
<b>Venue</b>	SLI, West Bengal
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vgnli@nic.in



## Creation of Employment Opportunities: Problems and Prospects

<b>AIM</b>	The challenge of employment, especially of productive employment in the formal segments of the economy, remains formidable. Employment depends both on demand for labour and supply of it. The point of equilibrium between the two decides the wage rate and the size of employment. Creation of employment opportunities is not satisfactory despite experiencing satisfactory growth rate. The aim of the programmes is to identify the problem of lack of employment creations and how to address it.
<b>Objectives</b>	<ul style="list-style-type: none"><li>• Understanding the employment situation in India.</li><li>• To identify the reasons of lack of employment creation.</li><li>• To find out the problems of traditional sectors in creation of employment opportunities.</li><li>• To find out the potential sectors and core areas of employment creation.</li></ul>
<b>Course Profile</b>	Employment situation in India, Problems of insufficient job creation, Problems lies with traditional areas of job creation, finding new areas to create more jobs
<b>Methodology</b>	Lectures, group discussions, simulation technique and role play.
<b>Participation Level</b>	Faculties, Researchers working on labour and employment, Industry representatives, HR manager.
<b>Faculty</b>	Besides the internal faculty of the VVG NLI, eminent resource persons from various fields will be invited for this training.
<b>Duration</b>	February 01-04, 2022
<b>Venue</b>	GIDR, Ahmadabad
<b>Course Director</b>	Dr. Ramya Ranjan Patel rrpatel.vvgnli@nic.in

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# FACULTY PROFILE

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## **Dr. H. SRINIVAS, IRPS** **Director General**



Dr. H. Srinivas is an officer of 'Indian Railway Personnel Service (IRPS)' belonging to 1991 batch of Indian Civil Service. He holds a Bachelor (Honour's) Degree, Master's Degree and a Doctorate (Ph.D.) in Earth Sciences and a Post-Graduate Diploma in Management (PGDM) from Management Development Institute (MDI). He has been a topper right through his academic journey and has also been a recipient of the Gold Medal from the Department of Personnel & Training, Government of India.

He has had an illustrious professional career and a vast array of accomplishments to his credit. Over the years, he has worked in various capacities in Indian Railways with manpower strength of 1.4 million which is the largest single organization in India and one of the largest and busiest transportation providers in the world. His core areas of expertise range from Policy Making to Managing and Developing Human Resources in large organizations having diverse skill sets; Strategizing and Managing Change in large organizations through Training, Organization Development and IT interventions and maintaining & managing employer-employee relations.

While on deputation to the then Government of Andhra Pradesh, he has played a pivotal role in the governance reforms processes of the State. As Chief Co-ordinator of the 'Governing for Results & Core-Group Development' initiatives, his efforts along with the Centre for Good Governance led to the development of Citizen Charter and Work Processes Improvements in 32 departments and corporations of the Govt. of Andhra Pradesh during 2003-2005. Apart from being a human resource development professional, he is also a professional trainer having completed Design of Training (DOT), Direct Trainer Skills (DTS), Training of Trainers in Management of Change (TOT), Green belt in Six Sigma, etc. His interventions have been a perfect blend of training and development concepts with the domain expertise of the various departments and organizations. He was also the Head of the 'Centre for Human Resources & Livelihood', Chief Administrative Officer and Additional Director General (in-charge) of Dr. Marri Channa Reddy Human Resource Development Institute of Andhra Pradesh (MCRHRDI).

He has been a visiting faculty to many institutions viz. National Police Academy (NPA), National Industrial Security Academy (NISA), National Academy of Indian Railways (NAIR), Indian Railway Institute of Signal Engineering & Telecommunication (IRISET), etc. He has received various awards and shields including the 'Silver Star' award from Hon'ble President of India Shri Pranab Mukherjee during 2013.

He has attended various training programmes at International and National level – 'Customer Strategic Module' at INSEAD Singapore; 'Scenario Thinking and Innovations Programme' at ICLIF, Malaysia; 'Strategic Management Workshop at Indian School of Business (ISB), 'Management of Change' at Administrative Staff College of India (ASCI) 'Management Development Programme' and 'Advanced Management Programme' at National Academy of Indian Railways (NAIR). He has represented the country at international and multi-lateral fora viz. BRICS Network of Labour Research Institutes in Durban, South Africa - 2018; World skills Conference at Kazan, Russia -2019; Technical Meeting on Decent Work in Global Supply Chains, Geneva-2020 etc.

**Dr. S.K. SASIKUMAR**  
**Senior Fellow**  
**M.A., Ph.D. (Economics)**



Dr. S.K. Sasikumar is an economist by training and holds a Ph.D. degree in the discipline. He has more than 30 years of research and training experience in the domain of labour studies. His main areas of professional interests include: labour migration, future of work, labour market analysis, and research methods.

He has been associated as a Member of major National Level Commissions/Technical Committees like Study Group on Globalisation, Second National Commission on Labour (2002); Committee on Emigration Act, Government of India (2003-04); Committee to Review Legislations on Labour Migration, Government of India (2009-10); Standing Committee on Labour Force Statistics, Ministry of Statistics and Programme Implementation, Government of India (2017-18, which initiated the Periodic Labour Force Survey in India); Member, Expert Group on Labour Bureau Surveys, (and Team Leader of the Survey on Migrant Workers), Ministry of Labour and Employment, Government of India (ongoing).

He is the Editor of the peer reviewed academic journal, *Labour & Development*. He is the Coordinator of the Centre for Labour Market Studies and Integrated Labour History Research Programme, two of the major research centres of the V.V. Giri National Labour Institute (VVGNI). He is also the Coordinator (India) of the BRICS Network of Labour Research Institutes.

He has undertaken nearly 60 research projects on key labour concerns, many of them commissioned by international organisations and ministries of the Government of India.

He has been the Course Director of nearly 30 international and 160 national level training programmes/workshops/seminars on themes like: Labour Migration; Future of Work; Labour Market Analysis; Technology and New Forms of Employment; Quality Employment Generation; Employment Relations; Trade Unionism; and Research Methods.

He has been a Resource Person/Guest Faculty in recent Programmes/Conferences organised by international organisations/reputed institutions like International Labour Organisation, International Training Centre of ILO, Turin, National Defence College, National Institute for Career Service, National Statistical Systems Training Academy, India Centre for Migration, Ministry of External Affairs, Delhi University, Jawaharlal Nehru University, Mumbai University, Mahatma Gandhi University, NITI Aayog, Institute for Human Development, Delhi Judicial Academy, Federation of Indian Chambers of Commerce and Industry, and Confederation of Indian Industry. He has been a member of the Indian Delegation in the recent Labour Ministerial meetings of the G20 and BRICS. He is also a Member of the Editorial Advisory Board of leading journals like *The Indian Journal of Labour Economics* and *Urban India*.

He has nearly 70 major research publications in the form of books, articles in referred journals and edited volumes and research monographs. Some of his recent and major publications include: 'Estimating Earnings Losses of Migrant Workers Due to COVID-19', *The Indian Journal of Labour Economics*, Oct-Dec, 2020; 'Digital Platform Economy: Overview, Emerging Trends and Policy Perspectives', *Productivity*, Oct-Dec 2020; 'Youth and the Labour Market Landscape in India: Issues and Perspectives', *NLI Research Studies Series*, No. 140/2019; 'ILO and India: A Century of a Shared Quest for Social Justice' (Editorial Introduction), Special Issue on India & ILO: 1919-2019, *Labour & Development*, June 2019; 'Indian Labour Migration to the Gulf: Recent Trends, the Regulatory Environment and New Evidences on Migration Costs', *Productivity*, July-Sep 2019; 'Labour Market Institutions and New Technology: The Case of Employment Service in India', *The Indian Journal of Labour Economics*, July-September 2018; 'Towards Enhancing the Effectiveness of Minimum Wage Systems : The Wage Protection System in Kerala', *Labour & Development*, December 2018; *Declining Wage Share in India's Organized Manufacturing Sector: Trends, Patterns and Determinants*, ILO Asia-Pacific Working Paper Series, International Labour Organisation 2017; *Good Practices in Using Partnerships for Effective and Efficient Delivery of Employment Services in India*, ILO Employment Working



Paper No. 233, International Labour Organisation 2017; 'New Era in India – Gulf Labour Migration', *Labour & Development*, June, 2017; *Operation of Minimum Referral Wages for International Migrant Workers from India*, International Labour Organisation, 2016; *Labour Migration Structures and Financing in Asia*, International Labour Organisation, 2016; *From India to the Gulf Region: Exploring Links between Labour Markets, Skills and the Migration Cycle*, International Labour Organisation, 2015; 'Towards Reform of the Labour Market', *Seminar*, May 2015; 'India's Labour and Employment Scenario: An Overview', *India : Handbook on Labour*, V.V. Giri National Labour Institute, 2015; 'Maximising Developmental Outcomes of International Labour Migration and Remittances: The South Asia - Gulf Experience', *Labour & Development*, December 2014; 'Unemployment Insurance in India' in *Unemployment Insurance in Asia*, Korea Labour Institute, 2013; 'Surmounting India's Employment Challenge', *Labour & Development*, June 2013; *Migration of Women Workers from South Asia to the Gulf*, UN WOMEN, 2012; *Report on Mid-Term Evaluation of Upgradation of 1396 Government ITIs through Public Private Partnership*, Directorate General of Employment & Training, Ministry of Labour & Employment, Government of India, 2012; 'Labour Cost and Export Behaviour of Firms in Indian Textile and Clothing Industry', *Economics, Management, and Financial Markets*, March 2011 (Official Journal of the Contemporary Science Association, New York); *Global Downturn and Export Sector In India: Impact on Production, Export and Employment*, V.V. Giri National Labour Institute, 2010; *Skill Profiling and Skill Certification in India in the Context of Promoting Migration from India to Europe*, International Organisation for Migration, 2009; *Managing International Labour Migration from India: Policies and Perspectives*, ILO Asia-Pacific Working Paper Series, 2008; 'Mobility of High Skilled Labour in a Globalising World: The Indian Experience', in *Globalisation and Asia in Transformation*, Fukuoka Prefecture and Kyushu University, Japan, 2007; 'Labour Markets in India: Issues and Perspectives', in Jesus Felipe and Rana Hasan (eds.) *Labour Markets in Asia: Issues and Perspectives*, Palgrave Macmillan and Asian Development Bank, 2006.

**Dr. HELEN R. SEKAR**  
**Senior Fellow**  
**M.A., M. Phil., Ph.D.**



Dr. Helen R. Sekar is a Senior Faculty Member holding the position of Senior Fellow at the V.V. Giri National Labour Institute (an Autonomous Body of the Ministry of Labour and Employment, Government of India). She is also the Coordinator of the National Resource Centre on Child Labour (NRCCL) at the Institute. She has done Post Graduate Degree from the Presidency College, and M. Phil and PhD from the Madras Christian College, Madras University. She has 34 years of research and training experience in different premier national institutions of the country.

Dr. Sekar's work entails a mix of primary and secondary research, advocacy, training, planning, monitoring and evaluation and focuses on children's economic and social roles, health and educational aspects and labour dimensions of migrant and trafficked children, legislation and enforcement, impact of technological change on the demand of child labour, structures and mechanisms for combating child labour. Dr. Sekar has developed a number of proposals on child labour projects and also on Bonded labour and implemented. She has evaluated the National Child Labour Projects in India during the years 2001, 2007, 2017 and 2020. As a member of the Technical Advisory Committee over a period of time, Dr. Helen R. Sekar has been providing technical support to the multi ministerial initiative of the Child Labour Division, Ministry of Labour and Employment, Government of India. She has developed sensitization, Awareness Generation, capacity building, Training of Trainers and Master Trainers' programmes for State and Non-state Stakeholders and has been implementing the programmes across the country at all levels. She has conceptualized the geographical area-specific strategy and methodology of organizing the unorganized labour and conducted a series of rural camps in underdeveloped and remote villages of the country.

Dr. Helen R. Sekar has also been supporting networks on the issue of prevention and elimination of child labour and bonded labour and has been advocating with all stakeholders and also coordinating and organizing events and activities against child labour and bonded labour. Dr. Sekar has provided technical support to various with the State Governments for preparation of the State Action Plan on Child Labour and its implementation and also framing of Rules under the amended Child and Adolescent Labour (Prohibition and Regulation) Act.

She has published several articles, books and reports on issues relating to child labour, public policy, local governance, occupational health, labour legislation, education, and child rights in newspapers/journals of national and international repute including Business Standard, ICCW Bulletin, Yojana, Social Change, Labour and Development, Indian Journal of Labour Economics, and others. Many of her research works are cited and commented in various Dailies and journals. Her recent articles on COVID – 19 Pandemic and its implications for different categories of labour have been published and widely referred. She has also presented her research papers in different national and international forums.

Dr. Sekar has been involved in developing curriculum for different Universities in India and has also been external examiner for many Ph. D and M. Phil students in different Central and State Universities across the country. Her interviews and lectures have broadcasted in NIOS Radio Programmes, Gyan Darshan, and other audiovisual live programmes. She has also coordinated the SAARC conferences on child labour both in the year 2009 and 2013. She has also coordinated an international Training Course on Skill Development under Indian Technical & Economic Cooperation Programme/ Special Commonwealth Assistance for Africa Programme (ITEC/SCAAP) of the Ministry of External Affairs, Government of India. Dr. Helen R. Sekar was earlier the Editor of



"Awards Digest", a journal of Labour Legislation and presently the Editor of 'Child Hope', the Quarterly Newsletter.

As a Subject Matter Expert, Dr. Sekar plays an important role in collaborating with various social partners and stakeholders to address child labour and bonded labour issues. Dr. Sekar has been collaborating with the Central Ministries and various State Governments in strengthening policy infrastructure to combat child labour and abolish bonded labour. She has been contributing to policy formulation and implementation both at the national and international level on issues of child rights, child protection, child labour and bonded labour. Dr. Sekar has also been associated as a Member of major National Level Commissions, Committees, Boards, Working Groups, etc., constituted by the Government of India such as Central Advisory Board on Child Labour, Central Monitoring Committee, Task Force for Eradication of Child Labour, Committee for Framing Rules under CLPR Amendment Act 2016, and other important Committees and Commissions. She is also a Member of the Board of Labour Management Studies, Madras University.

**Dr. SANJAY UPADHYAYA**  
**Senior Fellow**  
**LL.M., Ph.D. (Law)**



Dr. Sanjay Upadhyaya has been working as Faculty Member at the V.V. Giri National Labour Institute for the last 25 years. He is the Co-ordinator of the Research Centre for Employment Relations and Regulation. Areas of his current key research interests include: Contract Labour and Legal Protection, Employment Relations Law and Regulation of Minimum Wages. He has the experience of having co-ordinated more than 170 training programmes on various themes of labour (for different target groups) such as: Leadership Development; Fundamentals of Labour Laws; Effective Labour Law Enforcement; Roles and Functions of Quasi-Judicial Authorities; Effective Labour Welfare Administration and Making Adjudication Effective etc. within and outside V.V. Giri National Labour Institute. The programmes co-ordinated by him have been attended by over 3500 participants including representatives of NGOs and Trade Unions, Labour Enforcement Officials, Labour Administrators, Judges of Labour Courts and Tribunals, Officers from Indian Statistical Service (ISS), Indian Ordinance Factory Service (IOFS), Indian Railways Personnel Service (IRPS) and Personnel Officers and Industrial Relations Practitioners from Private & Public Sector etc. He has addressed over 10000 participants of various National and International Training Programmes on several themes of labour law within and outside the Institute.

The major research studies carried out by Dr. Sanjay Upadhyaya include: Regulation of Fixed-Term Employment: An Inter-Country Perspective; Amendments in Labour Laws and Other Reform Initiatives Undertaken by various State Governments: An Analytical Impact Assessment; Conditions of Employment, Work and Service of Faculty in Private Engineering Colleges in India; Evolution of Minimum Wage Policy and Regulatory Framework: An Inter Country Perspective; Labour, Employment and Social Security Issues of Security Guards Engaged by Private Security Agencies; Contract Labour and Judicial Interventions; Labour, Employment and Social Security Issues in Education Industry: A Case Study of Private Schools; Status of Labour Welfare Measures in the Factories of NOIDA: A Case Study of Garment & Hosiery Industry and Delay in Industrial Adjudication: A case study of C.G.I.T-cum-Labour Court, Delhi etc. Most of these studies have been published in the form of NLI Research Studies Series.

Dr. Upadhyaya has authored a book titled, '*Policy and Law on Contract Labour in India*'. He has also brought out an edited volume titled '*Bharat ke Shramik Neta: Vyaktitva evam Krititva*' (in Hindi) containing the short biographies of eminent trade union leaders of India. He is the editor of in-house regular publications of the V.V.Giri National Labour Institute, '*Awards Digest: Journal of Labour Legislation*' and '*Shram Vidhan*'.

He has made presentations in several National / International seminars and participated in a number of discussions and workshops. He has to his credit a large number of publications in the form of articles in various academic journals / edited volumes, magazines and newspapers etc. in English and Hindi on various themes of labour in general and labour law in particular.



**Dr. RUMA GHOSH**  
**Fellow**  
**M.A., M.Phil., Ph.D. (Sociology)**



Dr. Ruma Ghosh is working as a Faculty at the V. V. Giri National Labour Institute (VVGNI) since 1998. She is a Sociologist by training and holds a Masters, MPhil and PhD degree from Jawaharlal Nehru University, New Delhi. She has more than 22 years of experience in conducting research/evaluation studies and training/courses in the area of labour and employment with special focus on informal economy, social and health security/protection, gender issues and child labour.

She has been associated as a Member of several National Level Technical Committees such as Member of the Drafting Committee of the Draft Labour Code on Social Security and Welfare (MoLE, 2018), Member of the Expert Committee to Assess the Implication of Economic/Financial Cost involved in the Draft Labour Code on Social Security & Welfare (MoLE, 2018), Member of the Sub-committee on Health and Maternity Welfare under the Committee for Formulation of an Action Plan and Model Scheme for Welfare of Building and other Construction Workers (DGLW, 2018), Member of the Committee to estimate the Cost to the Government to provide Incentives for entities that provide Maternity Benefits to their Women Employees (DGLW, 2018), Member of the Working Groups for discussion on ratification of ILO Convention No. 184 concerning Safety and Health in Agriculture (MoLE, 2018), Member of the Sub-Group on the Gap Analysis in the Agriculture Sector for Ratification of ILO Convention No. 155 (MoLE, 2015), Member of the Expert Committee under the Building and other Construction Workers (RECS) Act, 1996 to suggest amendment to Central Rules (MoLE, 2014), Member Convenor of the National Sectoral Innovation Council constituted by Prime Minister on Rashtriya Swasthya Bima Yojana (NSIC-RSBY) in 2011 for preparing a Roadmap for Innovation 2010-2020 (MoLE 2011). She was also part of the Indian delegation from Ministry of Labour & Employment to attend the First BRICS Employment Working Group (EWG) Meeting at Yuxi, China from April 19-20, 2017.

Dr. Ruma Ghosh is the Coordinator of the Research Centre for Labour and Health Protection Studies. She is the Associate Editor of the Institute's academic journal *Labour & Development* and Editor of the Institute's Newsletter *Indradhanush*.

She has conducted several research and evaluation studies on contemporary and policy issues such as: Study on Gender, Work and Health – A Study of Work Organization, Social Security and Safety Provisions in Informal manufacturing, Evaluation Study of Rashtriya Swasthya Bima Yojana: A Study of Jharkhand, Maharashtra and Punjab for Ministry of Labour & Employment; Impact of MGNREGA on the Living Conditions of the Unorganized Workers in Rural Areas; Fisheries based Livelihood: Opportunities and Insecurities; Insecurities and Vulnerabilities of Informal Sector Workers: A Study of Street Vendors of Delhi; Health Insecurities of Workers in Informal Employment: A Study of Existing and Possible Interventions; Study of Migration, Labour Process and Employment in the Informal Sector of Brick Making; Labour Process and Employment Relations in Zardosi & Hathari Units of Varanasi; Evaluation of the National Child Labour Projects in 50 districts for Ministry of Labour & Employment; Minimum Wage and Mode of Payment of the Agricultural Workers in Punjab; Home-Based Industry and Child Labour: A Case of Gem Polishing Industry of Jaipur for ILO; Home-Based Industry and Child Labour: A Case of Glass Bangle Industry of Firozabad for ILO; Study of Child Labour in the Sports Goods Industry of Jalandhar for ILO, Child Labour in the Cricket Ball Manufacturing Industry of Meerut for UNICEF. She has coordinated major research projects and implementation programmes including an ILO sponsored multi-centric study on Child Labour in nine Hazardous Home Based Industries and an ILO-MoLE collaborative programme on Prevention of HIV/AIDS in the World of Work – A Tripartite Response (2001-2011).



She has been conducting training programmes/courses in the areas covering Informality, New Forms of Work and Social Protection; Future of Work and Social Protection of Workers; Gender, Decent Work and Social Protection; Safety, Health and Welfare at Workplace. She organises a two-week Course on Qualitative Methods in Labour Research for research scholars since 2003 and a three-week International Training Programme on Health Security and Protection of Workers as a part of ITEC/SCAAP training programmes under MEA since 2014. She has coordinated several Seminar/Workshops on themes such as Social Security for Workers in Informal Sector; Health Protection and Security and Child Labour.

She has presented several papers in National/International Seminars organized by ILO, UNICEF, IPSA, ICAAP, Global Fund on themes like social and health security of informal workers, seasonal migration of labour, home based workers and child labour. She has a number of research publications in the form of articles, research monographs and edited book. She is associated as a life member with Indian Society of Labour Economics, Indian Sociological Society and Indian Association for Social Sciences and Health.



## **Dr. ANOOP K. SATPATHY**

**Fellow  
Ph.D. (Economics)**



Dr. Anoop Satpathy is working as a faculty at the V. V. Giri National Labour Institute (VVG NLI) since 2002. He is an economist by training and holds M.Phil. and Ph.D. degree in Economics from the Centre for the Study of Regional Development, Jawaharlal Nehru University (JNU), New Delhi. He has more than 20 years of research, training and monitoring and evaluation experience in the area of labour and employment with special emphasis on informal economy, wage policy and minimum wages, vocational education and skills development, social security and child labour.

He has been associated as a Member of National Level Commissions/Technical Committees such as Planning Commission Sub-Group on Creating Employment Opportunities during the 12<sup>th</sup> Five year Plan (2012-2017), Steering Committee on Training of Trainers of the Director General Employment and Training (DGET), Ministry of Labour and Employment (MoLE), Core Group for Collection and Analysis of Data in respect of Social Security to Workers (MoLE), Inter-ministerial Committee on drafting of National Employment Policy (DGET, MoLE) and Drafting Committee on Central Rules relating to Code on Wages 2019 (MoLE). He has also represented Government of India in the ILO, Geneva as an informal economy expert relating to ILO recommendation on "Transitioning from the Informal to the Formal Economy" (in 2013 and 2014) and in Delhi Group Meeting on Informal Sector Statistics (in 2017). In 2018, he also chaired the Expert Committee on Determining Methodology for Fixation of National Minimum Wage constituted by the Ministry of Labour and Employment, Government of India.

During his career at the VVG NLI, Dr. Satpathy has successfully carried out research and evaluation studies on contemporary issues of interests such as: Determining Methodology For Fixation of National Minimum Wage, Supporting Human Capital Development in Meghalaya (British Council-ADB), Impact Evaluation of Select Skills Development Programmes (SDPs) in India (World Bank), Assessment of Social Security Coverage Gap in the Formal and Informal Enterprises in India (MoLE), Assessment of Trainers Requirement of Skilling 500 million Persons, Management Review of World Bank Assisted Vocational Training Improvement Project (VTIP), Skill Gap Analysis in the Gulbarga Region of North Karnataka, Composition and Characteristics of Informal Sector (VVG NLI), Evaluation of National Child Labour Projects (MoLE, Gol), Assessing Social Security Measures and Promoting Effective Participation of Beneficiaries (UNDP), District Employment and Labour Market Assessment (ILO-SAAT) and Agency in Children and Development (IREWOC-PLAN). He has also designed and developed the first Afghan National Labour Policy (ANLP) for the Government of Afghanistan during 2012 (UNDP).

Dr. Satpathy has been the Course Director for 10 international and more than 80 national training programmes/workshops/seminars on themes such as Research Methods in Labour Economics, Informal Economy, Wage Policy and Minimum Wages, Monitoring and Evaluation of Employment Policies, Skill and Entrepreneurship Development, Leadership Development, Social Security and Child Labour. He has also been part of the VVG NLI-ITC, Turin one year Training Programme on "Employment Policies: Moving from Fragility to Resilience" for Afghan nationals and coordinated three modules on 'Labour Economics', "Youth employment moving from analysis to action" and "Migration and Employment". Dr. Satpathy has also coordinated international/national level workshops/seminar on areas such as: Child Labour in SAARC Region: Strategies and Policy Options, South-Asia Workshop on Networking of



Regional Labour Institutes, Labour and Employment Trends in the North-East Region, Social Security for the Urban Poor and Informal Sector Workers, Globalisation and Child Work and Restructuring the Unorganized Sector.

He has published several papers and articles in peer reviewed journals and co-edited a book on Child Work and Education. He has been a resource person to several Universities and institutions in India and delivered special lectures at Jawaharlal Nehru University, Jamila MilliaIslamia, Indian Institute of Technology, Roorkee, Andhra Pradesh-Human Resource Development Institute etc. He has also undergone training in the areas of Promoting Better Labour Market Outcomes for Youths in BRICS and Beyond, Leadership for Employment Promotion in Fragile Settings, Capacity Development Programme on Wage Policy, Child Migration and Trafficking Employment and Labour Market Policies and Improving Job Quality in Micro-Enterprises in India conducted by International Training Centre of the ILO at Turin. He is a life member of Indian Society of Labour Economics and a member of International Organisation for Collaborative Outcome Management.



**Dr. SHASHI BALA**  
**Fellow**  
**M. Phil., Ph.D. (Economics)**



Dr. Shashi Bala, Fellow, V.V. Giri National Labour Institute was awarded Ph.D from the Centre of Study for Diplomacy, International law and Economics/School of International Studies/Jawaharlal Nehru University, New Delhi. *She is coordinating the activities of the Centre for Gender & Labour Studies and the Centre for Agrarian Relations, Rural and Behavioral Studies at the Institute.*

She has been trained on various themes like *Gender Budgeting* by Ministry of Women and Child Development, New Delhi; *National Service Scheme (NSS)* by University of Delhi; *Gender Sensitivity & Prevention and Redressal of Sexual Harassment of Women at Workplace* by Integrated Training & Policy Research; *Mainstreaming Gender Equality: Concepts and Instruments*; and *Leadership for Employment Promotion in fragile settings* by ILO/ITC Turin, Italy. She is the *Founder Convener of Sexual Harassment Committee* at the Institute. Her research areas majorly focus on Labour Economics; Skill Development; Social Security; Gender Budgeting; Gender Issues; & Behavioral Skills.

As a researcher research projects coordinated by her Nationally and Internationally are: Skill Development System: Micro Level Evidence; Vocational Training for Rehabilitation of labour: A Case Study of NCLP School and MAYA; Changing Pattern of Rural Non-Farm Employment; Gender Issues in Korean Labour Market; Working Women in Urban India: Concerns and Challenge; Employment Process of Migrant Domestic Help: A Case of Metro Cities in India; Migration of Tribal Female Domestic Help in Delhi; Labour Market Participation of Working Women Post Maternity: A Case of Private Sectors; Implementation of Maternity Benefit Act; Training Module on Gender & Social Security for Corporate Sector; Training Module on Gender & Social Security for Unorganised Sector; Gender Dimensions of Work and Employment: A Case of Sexual Harassment; Gaps in Education & the World of Work: A Gender Perspective; Gender Parity in Education and Employment: A Global Perspective; Training of Trainers Module on Prevention of Sexual Harassment of Women at Workplace; ICT Imperatives to Bridge the Digital Divide: Gender Perspective; Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT & ITES; Rural Industrialization and Options for Self Employment in Rural Areas; Impact on Employment of the Maternity Benefit (Amendment) Act, 2017: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act; The Equal Remuneration Act, 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act. She has been the **Visiting Researcher 2008 at Korean Labour Institute, Seoul, South Korea**, where she conducted a study on Gender Issues in Korean Labour Market.

In addition to her contribution towards the research activities, she also coordinates various training programmes. As a trainer, she coordinates training programmes on various *themes with specific focus on Gender and behavioral skills* like Effective Enforcement of Laws Pertaining to Women Employees for Labour Enforcements Officers from Central and State Governments/UTs; Gender Responsive Budgeting for Centre and State Labour Enforcement Officials; Gender, Poverty and Employment for Policy makers, Government representatives, Representatives of Workers' and Employers' organizations, Civil Society representatives; Empowering Rural Women Organisers for Rural Women labour leaders sponsored by Central Trade Unions; Developing Skill Development Strategies for Women Workers in the Informal Economy for Skill Development Institutions, NGOs and Trade Unions Representatives from Central Trade Union Organisations; Women Welfare Issues at Workplace for Corporate Sector; Training of Trainers Programme on Gender and Social Security for Employers, Trade Union Activists, NGOs, Labour Enforcement Officers; Gender and

Social Security for Corporate Sector; Training of Trainers Programme for Enhancing Capacity of the Officials Handling Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; Gender Issues in Labour for Trade Union Leaders sponsored by Central Trade Unions and NGO's Representing North-Eastern States; Training Programme on Quantitative & Qualitative Methods in Labour Research: A Gender Perspective for Research Scholars/academicians working on labour issues; labour issues and policies in India with MGLI, Ahmedabad; Research Methodology Course on "Inclusion of Labour in Rural India" with Gandhigram Rural Institute, Tamil Nadu and Management Development Programme on Enhancing Productivity through Improving Work Culture and Gender Equity with Indian Institute of Management, Lucknow etc.

She also *coordinates International Training Programme on Gender Issues in the World of Work* for officials from Government Departments, Institutions, Representatives from Employee/Employers' organizations, Executives from Industrial and service sector/ NGOs etc. for foreign nationals sponsored by Ministry of External Affairs, Govt. of India. In the past she co-coordinated the training programme on themes like *International Training Programme on Labour and Employment; Course on Research Methods in Labour Economics* jointly with Dr. S.K. Sasikumar, Senior Faculty at the Institute & *International Training Programme on Enhancing Leadership Skills* jointly with Dr. Poonam S. Chauhan, former Senior Faculty at the Institute. She also coordinates training on *Behavioral Skills for Managing Work Effectively for RBI Personnel, Managing Time, Anger and Stress for Improving Work Efficiency, Managing Work Effectively: A Behavioral Approach, Improving Work Efficiency for Canara Bank Officials, National Fertilizers Ltd. Officials, Oil India Ltd. Officials, etc.*, She is an external member of various Internal Complaint Committees constituted for Preventing Sexual Harassment at Workplace by BPCL, GAIL, EPFO, Pandit Deendayal Upadhyaya National Academy of Social Security etc.

She has presented several papers in National and International Seminars/Workshops organized by International Training Centre, Turin; International Management Institute (IMI); International Labour Organization (ILO); Korea Labour Institute, Seoul, South Korea; Ministry of Labour and Employment and ILO, in Collaboration with Korea University of Technology and Education; Annual Conference of India Society of Labour Economics; V.V. Giri National Labour Institute; National Institute of Public Cooperation and Child Development (NIPCCD); Indian Institute of Public Administration (IIPA); Indian Institute of Technology (IIT), Roorkee, Ministry of Women and Child Development etc., She has a number of national and International research publications in reputed journals, books and research studies. She is a life member of Indian Society of Labour Economics & Indian Political Economy Association (IPEA). She has been a member of Grant-in-Aid Committee on Women Labour, Ministry of Labour & Employment, Government of India. She is also a member of the *Task Force on Gender Equality in the World of Work*, Ministry of Labour & Employment, Government of India.



## Dr. ELLINA SAMANTROY JENA

Fellow

M.A., M.Phil. and Ph.D. (Sociology) JNU, New Delhi



Dr. Ellina Samantroy is a working as Fellow at the V.V. Giri National Labour Institute. She has a Doctorate in Sociology from Centre for Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, New Delhi. She has also completed her M.A and MPhil in Sociology from Jawaharlal Nehru University, New Delhi. Before joining this institute she was Assistant Professor, Department of Sociology, Vasant Kanya Mahavidyalaya, Banaras Hindu University and has also taught at the Jamia Millia Islamia University, New Delhi. She has more than 15 years of professional experience in teaching, training and research in the subject Sociology and in the area of Gender and labour issues particularly, in the area of Gender Statistics, Unpaid work, Time Use Studies, Work and Family Life Balance, Gender and Social protection, Child Labour, Labour Regulation and International Labour Standards. She is the co-ordinator of the Research Centre for Gender and Labour at the institute. She is the Associate Editor of Indradhanush (Bi-monthly newsletter of VVG NLI). She is also the co-ordinator for International networking between VVG NLI and ITC-ILO Turin, Italy and co-ordinates various activities under the collaboration.

She has undertaken several research projects with both international organizations like the UNICEF, World Bank, the ILO, ITC-ILO, Turin and also at the institute. Some of the major research studies that she has undertaken include; VVG NLI-UNICEF study on 'State of Child Workers in India: Mapping Trends (2017), Unpaid Work and Time Use Patterns of Women Workers in North East India: Special reference to Tripura (2018), 'Women in the Urban Economy and Employment', (2018) undertaken for India Urban Knowledge Platform, World Bank, New Delhi, An Overview of Laws, Policies and Practices on Sexual Harassment and Violence Against Women Workers in Afghanistan, India and Sri Lanka (2019) for the ILO, New Delhi. Presently, she is engaged in an evaluation study of the National Child labour Project Scheme (2020) commissioned by the Ministry of Labour and Employment, Government of India.

She organizes international and national level training programmes on various themes like; International Labour Standards and Promotion of Gender Equality at the Workplace, Research Methods in Gender issues in Labour, Gender and Labour Issues, Gender Labour Laws and International Labour Standards, Labour Reforms in India, Gender, Work and Social Protection, etc and the VVG NLI-ITC, Turin one year Training Programme on "Employment Policies: Moving from Fragility to Resilience "for Afghan nationals.

She has published extensively with more than 50 publications in the form of books, research monographs, several papers and articles in peer-reviewed and reputed academic journals, chapters in edited volumes, book reviews and articles in newspapers and digital dailies. She has authored four books 'Changing Youth Culture in India: A Study of Young Urban Professionals'(2017) Lambert Academic Publishing, Germany, 'Globalisation and Social Change in India' (2012) Rawat Publications, Sociology of Indian Society (2011) and Social Problems (2011) Vikas Publishing House, New Delhi. Some of her recent publications include an article on 'Women's Participation in Domestic Duties and Paid Employment in India', (2020) Indian Journal of Labour Economics, Springer, India, 'Violence in Times of Covid 19: Lack of Legal Protection for Women Informal Workers', (2020), Economic and Political Weekly, Engage, September 2020 (co-authored), 'Covid 19 and its implication for Indigenous Communities: Responding to the Insecurities and Vulnerabilities', (2020) NCC Review, September (co-authored), 'Women's Work in India: Updates from Periodic Labour Force Survey' (2020) , Labour and Development, June, 2020 (co-authored), 'The Invisible Workers: Capturing Home-based Work in India' (2019), Antyaja Journal of Women and Social Change, Sage



Publications, 'Women Entrepreneurship in India: Evidence from Economic Census' (2018), Social Change, Sage; 'Care Policies and Reconciliation of Work and Family Life: Experiences of Women Workers' (2017), Indian Journal of Labour Economics, Springer, India; Regulating International Labour Migration: Issues in the context of Recruitment Agencies in India (2014), Contemporary South Asia, Routledge; 'Engendering Labour Statistics: A Cross-Country Comparison of Gender Differentiated Statistics' (co-authored) (2014), Social Change, Sage Publications. She has also been a member of the Expert Committee constituted by the National Commission for Women in 2019 and published two modules on Gender Sensitization and Legal Awareness for Kendriya Vidyalaya Sangathan.

She has presented several research papers in various International and National Conferences and seminars including a conference on 'Building Research Collaboration with India and Kyrgyzstan to explore the role of Universities in developing skills for Smart cities (2019) Glasgow, United Kingdom, 'International Conference on "Long-term Perspectives on Home based Work (2018) at Stockholm, Sweden, the 38th International Conference on Time Use Research (2016), Seoul National University, Korea and 37th International Conference on Time use Research (2015) at Ankara, Turkey She has undergone training on Labour Market Statistics at International Training Centre of the ILO at Turin, Italy in 2015 and has been a part of the Indian Delegation for the 80th Session of the Board of the International Training Centre (ITC) of the ILO in 2017.

She has been a resource person to several Universities and institutions in India and delivered special lectures at National Academy of Statistical Administration, (MOPSI), Greater Noida, Jawaharlal Nehru University, University of Delhi, Ambedkar University, National Institute of Labour Economics Research and Development (NILERD), Arjun Singh Centre for Distance Learning, Jamia Millia Islamia, Indian Institute of Public Administration and Malviya Centre for Peace Research, Banaras Hindu University. She has also delivered Video and Radio talks for National Institute of Open Schooling and radio talks for Gyan Vani, IGNOU. She is also involved in reviewing and developing academic curriculum and e-content of various Universities and institutions in India.



## **Dr. OTOJIT KSHETRIMAYUM**

**Fellow**

**M.A., M. Phil. (Sociology), Ph.D. (Sociology)**



Dr. Otojit Kshetrimayum is a Sociologist and Development Professional with more than 13 years of evidence based policy research, impact evaluation, project management and monitoring, policy and programme design, teaching, training and capacity development in sectors such as Labour and Employment, Social Protection and Livelihood Security, Skill Development and Entrepreneurship, Informal Economy, Gender and Work, Child Labour, Labour Administration, Corporate Social Responsibility, Research Methods and Self Help Groups (SHGs). He completed his Ph. D. in Sociology from Jawaharlal Nehru University, New Delhi. He is currently working as Fellow (Faculty) in V.V. Giri National Labour Institute under the Ministry of Labour & Employment, Govt. of India. He had worked as Assistant Professor in the Department of Sociology, Sikkim Central University, Gangtok and was the founding Head of the Department. He had worked as Senior Fellow in Women's Studies and Development Centre, University of Delhi and also worked in the projects conducted by National Council for Educational Research and Training (NCERT), New Delhi and All India Institute of Medical Sciences (AIIMS). He is the Coordinator of the Centre for North East India, V.V. Giri National Labour Institute since 11<sup>th</sup> January, 2013 and one of the Associate Editors of the journal, Labour and Development; Shram Vidhan and Shram Sangam.

He has extensive experience in designing, conducting and supervising major quantitative and analytical research studies, impact evaluation projects and capacity development training courses with organizations such as Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, Government of India; Directorate General of Employment & Training, Ministry of Labour & Employment, Government of India; State Labour Departments of Meghalaya, Manipur, Tripura and Bihar; State Labour Institutes of Maharashtra, Gujarat and Kerala; Universities in Delhi, Gujarat, Manipur, Sikkim, Assam, Uttarakhand, Rajasthan and Goa.

He has represented India in the "Forum on Women's Labour Force Participation and Productivity Enhancement" at the Asian Productivity Organisation, Tokyo; "Forum on Innovations in Public Investment and Employment Programmes" at the International Training Centre-International Labour Organisation, Turin and "Forum on Corporate Social Responsibility Practices in the Area of Employment and Industrial Relations in India" at Korea Labour Institute, Seoul.

He is a member of the Performance Assessment Board to review the performance of Young Professional working with Model Career Centres established under National Career Service Project of the Ministry of Labour & Employment, Govt. of India. He was a member of the Drafting Committees of 44<sup>th</sup> and 45<sup>th</sup> Indian Labour Conference, and 44<sup>th</sup>, 45<sup>th</sup>, 46<sup>th</sup>, and 47<sup>th</sup> Standing Labour Conference of the Ministry of Labour & Employment, Govt. of India. He was a member of the Review Committee of the Recommendations of the 2<sup>nd</sup> National Commission on Labour.

He was awarded the Best Speaker/First Prize in the Ex-tempore Competition in Hindi organised by the Town Official Language Implementation Committee Noida, Ministry of Home Affairs, Government of India at GAIL Training Institute, Noida on 31<sup>st</sup> January, 2019. He has been awarded the "Best Researcher Award-2020" (Interdisciplinary) in the 12<sup>th</sup> International Scientist Awards by VDGGOOD Professional Association.

## **Mr. PRIYADARSAN AMITAV KHUNTIA**

**Associate Fellow  
M.A (Economics), M.A (Public Administration),  
M.Phil (Public Administration)**



He is a first class post graduate in Economics and Public Administration with M.Phil degree in Public Administration from Utkal University. He was a participant in the “Course on Research Methods in Labour Economics” of VVGNI in 2004. He was also selected and participated in the “Young Researcher Fellowship, 2005-06, Programme” of V.V. Giri National Labour Institute.

His major published works are; Skill Development of Youth in North East India: Way Forward (NLI Research Studies Series No.124/2017), Employment Generation and Enhancing Employability in North East through Skill Development: Emerging Issues and Prospects (December 2013 Labour and Development Special Issue on Labour, Employment and Social Protection in North East India, VVGNI), Opportunities and challenges before the construction workers in the globalised era: The Indian case in the NLI Research Studies Series.

He coordinates training programmes on themes like Course on Research Methods in Labour Studies, Skill Development for Youth Employability and Entrepreneurship, Promoting Skill Development of Women for Employability and Entrepreneurship in North-Eastern Region, Good Governance for Effective Implementation of Development Programmes, Managing livelihood and Social protection in Hill Regions, Managing Livelihood and Social Protection in Coastal Regions, Orientation Programme on Labour and Development Issues, Leadership Development Programme for Media Sector, Developing Positive Attitude for Excellence at Work, Convergence and Partnership for Addressing Labour and Development Issues, Skill, Technology and Future of Work, Gender, Work and Development, Managing Human Resources Effectively as Course Director. He has been conducting the International Training Programme on Skill Development and Employment Generation under the ITEC/SCAAP Programme of Ministry of External Affairs, Govt. of India for last four years. He has conducted workshops on “Promoting Skill Development for Construction Workers” and “Issues Related to Beedi Sector” in the institute. He has so far conducted 80 training programmes and workshops including 15 collaborative programmes with reputed institutes and universities like NCDS (ICSSR Institute), Bhubaneswar, HNB Garhwal University (Uttarakhand), Kerala Institute of Labour and Employment, (Thiruvananthapuram), Skkim University, MILS (Mumbai), SLI (Bhubaneswar) as Course Director. He has introduced fourteen new training programmes in the institute. He was the event director from V.V.Giri National Labour Institute for the Event “Rise in Jammu and Kashmir” (1-3 November, 2018) at Jammu. Along with delivering lectures, he conducts group works, problem identifications, audio visual presentations, moderates presentations and action plans and undertakes field visits with participants in training programmes.

Mr. Khuntia has participated/presented papers in National/International workshops, conferences, seminars and Training Programmes such as: Course on Designing and Implementing Effective Wage Policies during August 20-22, 2018 in New Delhi organised by International Training Centre, Turin, International Labour Organisation and VVGNI, World Bank Group and ICRIER workshop on “Trouble in the Making? The



Future of the Manufacturing–Led Development” in IHC Delhi((2017), Brain Storming Workshop on Employment Generation in VVG NLI(2017), National Seminar on “Youth and Skill Development in North-East India” jointly organized by VVG NLI & ICSSR, NER, Shillong (2015), National level self-development workshop, Dandely of ERC, New Delhi and Ford Foundation (2003), The annual conference of Indian Society of Labour Economics, Jaipur (2004),The National Seminar on Regional Development U.G.C- DSA Dept. Of Analytical and Applied Economics, Utkal University, Bhubaneswar (2005), Ministry of Labour and Employment/ILO/VVG NLI Roundtable on the National Rural Employment Guarantee Programme in India, Noida (2005). Participated in the fourth National ‘Youth Parliament’ competition of Ministry of Parliamentary affairs, GOI for Universities students held in the year (2000-2001) and got second prize for meritorious performance at the national level.

**Dr. DHANYA M B**  
**Associate Fellow**  
**Ph.D. (Economics)**



Dr. Dhanya M.B. is an economist and working as Associate Fellow (Faculty) at V.V. Giri National Labour Institute since 2011 and also the co-coordinator of the Centre for Labour Market Studies. She started her career as a Probationary Officer in a Nationalized Bank (2009) and done her PhD from University of Kerala on the subject of Rural Women empowerment and microfinance (2004-2008). She has been involved in policy initiatives of the Ministry of Labour and employment, Government of India on various subjects such as Working Group member on ratification of ILO Convention- Forced Labour Protocol (2018), Drafting of National Employment Policy (2018-19), Member of Tripartite Working Group to facilitate the process of the ratification of the ILO convention No 87 & 98 (2013-14) etc.

She has authored four books/monographs and also coedited two books in the area of Labour Market studies and includes: 'Post Covid-19 Lockdown Scenario of Youth Unemployment in India' (2020, UNICEF & RGNIYD forthcoming); 'Demographic Dividend and SDGs in India: Labour and Employment Opportunities' (Routledge, 2021 forthcoming); 'Promoting Youth Employment & Entrepreneurship: A Study with Special focus on 'Startups' (2020, VVGNI); 'Quality Employment Generation in Micro and Small enterprises (MSEs) in India: strategies and way forward' (2018, VVGNI); 'Worker's Rights and Practices in the Contemporary Scenario: an overview' (2014, VVGNI), 'Fundamental Principles and Rights at Work and informal economy in India' (2013, VVGNI); and 'Engendering Gender Statistics' (2012, VVGNI).

She has been invited as resource person/guest faculty for delivering lectures by various academic institutions like Jawaharlal Nehru University (JNU), Institute of Economic Growth (IEG), Ambedkar University, Pandit Deendayal Upadhyaya National Academy of Social Security (PDNASS), National Institute of Educational Planning & Administration (NEUPA), National Institute for Career Service (NICS), Institute of Technology and science (ITS) to mention a few. She also delivered lectures in various national and international programmes organized by VVGNI and its Regional Collaborative Institutions.

She is also associated as Reviewer of the Journal published by Elsevier; Article editor of Sage Open Journal; Panel of the expert to evaluate PhD thesis of universities etc. She also has been involved in coordinating various national and international training programmes on different thematic areas like Research methods on Gender, poverty and informal economy, Course on various methods in Microfinance Research, Gender issues in Labour, Youth Employability Skills, Leadership Development, Social Security, Gender issues in the world of work, Strengthening Awareness on Labour Issues and Laws Pertaining to Women etc. In addition, she has also coordinated national level workshops/seminar on different areas related to labour and employment. She has also been involved in offering comments for 316 Session of Governing Body of ILO on social protection floors and Fundamental Principles and Rights at Work; prepared background material for the 101 ILC at Geneva; examined the ratification of the ILO conventions No 98, 87, 138 & 182, etc; to mention a few.

She also published several research articles in different journals in national and international level and chapters in edited books. Some of her article publications include: Small firms in the labour market and youth employment provisions: Does innovation matter? (Routledge, 2021 forthcoming); Youth Employment, labour market and SDGs: Cross-cutting policy measures (Routledge, 2021 forthcoming), Employment, Remuneration and Forced Labour: Issues and Concerns (Journal of Extension & Research, 2019), Labour Force Participation, Composition, Skill Requirement and



Future Challenges: An investigation for the hill state Uttarakhand (Gyan Books, New Delhi 2017), Engendering Labour Statistics: A Cross Country Comparison of Gender Differentiated Statistics (Social Change-Sage publications, 2014), Changing Trends of Gender in Labour Force: Exploring through Labour Statistics (Manpower Journal- New Delhi, 2012), Micro Credit, Rural Women Empowerment and Health: Perspectives on Kerala (Manpower journal-New Delhi), Women Entrepreneurship through Microfinance (Labour and Development- 2011), Role of Corporate Social Responsibility in Managing social issues – perspectives from Capability Approach (Macmillan publisher-New Delhi, 2011), Multidimensional Poverty Index: Relevance and application in Indian Context (Allied Publishers-New Delhi, 2011), Youth empowerment through microfinance: A case study on Yuvashree programme of Rural Kerala (Global Research Publications-New Delhi, 2011), Micro finance, Women Empowerment and Banking Habit: Perspectives on Kerala (THE MicroFINANCE REVIEW, 2010), Women empowerment and microfinance: Case study from Kerala (MPRA Paper-Germany, 2010), Human Rights and Gender Equality (Discovery Publishers- New Delhi 2009), Indian Youth and Demographic Transition (SSRN Paper- New York, 2010), Book review on Globalisation, Development and Transition: Conversations with Eminent Economists (Capital & Class-UK, 2011).

She has presented research papers and participated in various national and international conferences/consultations organized by IGIDR, ILO, World Bank, PDNASS, CWDS, IRMA, UN Women, IJM, RGNIYD, French Institute, Institute of Public Enterprises, National Law University and Judicial Academy, National Commission for Women, Ministry of Labour & Employment, British Council, NIEPA etc. on various themes like Indebtedness and Social Exclusion, Relevance of Policy Reforms on Development: Challenges before Emerging Economies, Redesigning social science research: Suitable methodologies for public action. She is also involved in the course writing for Masters Programme in Labour and Development (IGNOU, New Delhi). She has also undergone training in the areas of 'Promotion of Youth Employment in Fragile Settings', 'Designing and implementing effective wage policies' jointly organized by International Training Centre (ITC)-Turin and ILO- Delhi; and 'Management of Social Security Systems' organized by PDNASS. She was in the editorial board of Awards Digest, Journal of Labour legislation during 2011-15.

Her research interest includes: Employment and Post COVID 19 lockdown scenario, Youth, Labour and Employment; Entrepreneurship and Startups, Informal economy and labour rights; Gender statistics and Gender issues in Labour; Microfinance; Public Policy.

**Dr. RAMYA RANJAN PATEL**  
**Associate Fellow**  
**Ph.D (Economics), M.Phil (Economics)**  
**Jawaharlal Nehru University**



Dr. Ramya Ranjan Patel is working as Associate Fellow (Faculty), V. V. Giri National Labour Institute (Centre for Agrarian Relations and Rural Labour Studies), Noida. He has completed Ph.D (Economics) and M.Phil (Economics) from the Centre for the Study of Regional Development, JNU. The Ph.D thesis titled as, 'Agrarian Structure and Income Distribution among the Rural Households in Orissa: A Case Study of undivided Kalahandi District'. The title of M.Phil Dissertation as, 'Food Security among the Tribal Population of Orissa: A Case Study of Gajapati District'.

Previously he has worked as Assistant Professor (Economics) in Delhi University nearly for thirteen years. He was also associated with Indian Social Institute, New Delhi for two research projects, 'Implementation of Tribal Sub Plan in Jharkhand' and 'Implementation of Tribal Sub Plan in Odisha'. There are many research papers/chapters published in various National/International journals (including SCOPUS enlisted) and edited books (including Routledge). The major areas of publications are related to Labour Economics, Agricultural Economics, Environmental Economics, Development Economics and Political Economy. He has extensively published reviewed articles for the ICSSR Journal of Abstract and Reviews (Economics) for 2009 and 2010 Issues. He has presented many research papers in various National/International seminars and conferences including World Bank, Washington DC (Land and Poverty Conference, 2014).

He is the winner of National Essay Competition, organized by Ministry of Finance (Indian Economic Service) in the year 2011. He was selected among Thirty Young Scholars to participate in the Silver Jubilee Conference of Human Development held in Indira Gandhi Institute of Development Research (IGIDR), Mumbai, 26-28th September, 2013.



**Dr. MANOJ JATAV**  
**Associate Fellow**  
**Ph.D, M.Phil**  
**Jawaharlal Nehru University**



Dr. Manoj Jatav is a faculty at VV Giri National Labour Institute, Noida. He received his doctorate in Regional Development from the Centre for the Study of Regional Development, JNU, New Delhi, in August 2016. His doctoral thesis, titled as 'Male Selective Out-Migration and Changing Gender Dimensions of Workforce in Rural Uttarakhand', broadly focuses on understanding the issues of Migration, Employment and Gender in rural Uttarakhand.

He also completed two years M.Phil. Programme from the Centre for the Study of Regional Development, JNU, New Delhi, July 2009. The title of his MPhil Dissertation was 'Rural Non-farm Employment in India: An Analysis of Post-Economic Reform Period'.

Apart from this, he has undertaken independent research studies on different dimensions of labour and related areas and published the same in internationally reputed journals (which include Economic & Political Weekly, the Indian Journal of Labour Economics, and Journal of Social and Economic Development).

In addition, he has approximately four years of working experience (from 19<sup>th</sup> September 2014 to 31<sup>st</sup> May 2018) with the South Asia Consortium for Inter-disciplinary Water Resources Studies (SaciWATERS), a policy research organisation based in Hyderabad, India. He had the good opportunity of working on projects focusing on issues around livelihood and employment security, poverty reduction, and social security nets in rural and peri-urban areas. Prior to SaciWATERS, he has also worked with the National Council for Applied Economic Research (NCAER) and V.V. Giri National Labour Institute as a consultant.

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## V.V. Giri National Labour Institute, Noida

### Training Programme Calendar for the Year 2021-2022

S.No	Title of the Programmes	Target Groups	No. of Prg	No. Of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s	
<b>LABOUR ADMINISTRATION PROGRAMMES (LAP)</b>																		
1.	Recent Initiatives towards Codification of Labour Laws in India	Officials from Central and State Labour Department, Central Trade Union Leaders, Employers' Organisation, Researchers	01	04							4-7						Sanjay Upadhyaya	
2.	Understanding New Labour Codes and Rules	Labour Enforcement Officials from Central and State Labour Department	01	03			1-3										Sanjay Upadhyaya	
3.	Strengthening Awareness on Labour Codes	LEOs, Inspectors from Central and State Governments	01	05		17-21											Sanjay Upadhyaya	
4.	Capacity Development Programme on Code on Wages, 2019	Officials of state labour departments and CLC (C), trade unions and employers	01	04	26-29												Anoop Satpathy	
5.	Capacity Development Programme on Code on Wages, 2019	Officials of state labour departments and CLC (C) trade unions and employers	01	04												21-24	Anoop Satpathy	
6.	Effective Labour Law Enforcement	LEOs, Inspectors from Central and State Governments	01	05										3-7			Sanjay Upadhyaya	
7.	Orientation Programme on Social Security Code	Labour Enforcement Officials from Central and State Labour Departments	01	04			1-4										Ruma Ghosh	
8.	Towards Generating Quality Employment: Challenges and Options	Government Officials, Researchers, Trade Union Leaders from CTUOs, Employers' Associations and Civil Societies	01	05	5-9												S.K. Sasikumar	
9.	Technology and New Forms of Employment	Government Officials, Researchers, Trade Union Leaders from CTUOs, Employers' Associations and Civil Societies	01	04							4-7						S.K. Sasikumar	
10.	Future of Work : Navigating Transformations Effectively	Government Officials, Researchers, Trade Union Leaders from CTUOs, Employers' Associations and Civil Societies	01	04	19-22												S.K. Sasikumar	
11.	Laws Relating to Equality & Empowerment of Women	Labour Officers from Central and State Governments and UTs	01	05		3-7											Shashi Bala	
12.	Good Governance through Labour Administration and Labour Inspection	Labour Officers from Central and State Governments and UTs	01	05										10-14			Otojit Kshetrimayum	
13.	Making Conciliation Effective	The Conciliation Officers Appointed As Under Id Act	01	05	12-16												Manoj Jatav	
14.	Quasi-Judicial Authorities: Role and Functions	Quasi-Judicial Officers from Central and State Governments	01	04						6-9							Sanjay Upadhyaya	
15.	Ensuring Safety, Health and Welfare at Workplace	Officers from the Inspectorate of Factories under State Labour Departments	01	05				5-9									Ruma Ghosh	
16.	Future of Work and Social Protection of Workers	Government Officials, Researchers, Trade Union Leaders dealing with labour and employment issues	01	05	26-30												Ruma Ghosh	
<b>INDUSTRIAL RELATIONS PROGRAMMES (IRP)</b>																		
17.	Capacity Building on Labour Codes and Labour Rules	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05				26-30										Ellina Samantroy
18.	Capacity Building on Labour Codes and Labour Rules	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05												7-11		Manoj Jatav
19.	Awareness Building on Laws regarding Labour and Employment in India: Special focus to New Labour Codes and Labour Rules	Employees/employers/Professionals/Management personnel and representatives of public and private sector organizations and trade unions/associations/federations	01	03							16-18							Dhanya M. B.
20.	Fundamentals of Labour Codes	Officers & Plant level Trade Union Leaders government, public and private sector organisations	01	05			21-25											Sanjay Upadhyaya
21.	Impact and Assessment of Labour Codes	Officers & Plant level Trade Union Leaders government, public and private sector organisations	01	05						20-24								Sanjay Upadhyaya
22.	New Labour Codes: Issues and Perspectives	Trade Union Representatives from the Organised Sector	01	04							18-21							Sanjay Upadhyaya
23.	Code on Occupational Safety, Health and Working Conditions 2020	Government, Employers' and Workers' Organisations	01	05		10-14												Ellina Samantroy
24.	Industrial Relations and Trade Unionism in a Transforming World of Work	Senior and Middle Level Industrial Relations, HR Officers and Trade Union Leaders from Public and Private Sector Undertakings	01	04						6-9								S.K. Sasikumar
25.	Industrial Relations and Trade Unionism in a Transforming World of Work	Senior and Middle Level Industrial Relations, HR Officers and Trade Union Leaders from Public and Private Sector Undertakings	01	04									6-9					S.K. Sasikumar
26.	Improving Organisational Culture for Maximising Productivity	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05	19-23													Shashi Bala
27.	Behavioural Skills for Developing Effective Leadership	Plant Level Trade Union Leaders from Government Establishments, Public and Private Sector Undertakings	01	05			17-21											Shashi Bala
28.	Capacity Building Programme on Enhancing Work Proficiency	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05			14-18											Shashi Bala
29.	Managing Work Effectively: A Behavioural Approach	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05										7-11				Shashi Bala
30.	Managing Work Effectively: A Behavioural Approach	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05			12-16											Ramya Ranjan Patel
31.	Developing Positive Attitude for Excellence at Work	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05				9-13										Shashi Bala
32.	Leadership Development Programme	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05							8-12							Shashi Bala
33.	Enhancing Capacity in Preventing Sexual Harassment at Workplace	Internal Complain Committees (ICC) Members, Officials from Admn/HR	01	04						27-30								Shashi Bala
34.	Labour Laws, Industrial Relations and Labour Administration	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05									20-24					Ellina Samantroy
35.	Responsible Business Conduct and Industrial Relations	Management Personnel and Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	04											1-4			Otojit Kshetrimayum
36.	Leadership Development Programme for Women Officials	Women Employees from Government, Public and Private Sector Undertakings	01	03						22-24								Dhanya M. B.
37.	Domestic Enquiry: Principles and Practice	HR Officials, Enquiry Officers, Presiding Officers, Trade Union Leaders	01	05					23-27									Manoj Jatav
38.	Domestic Enquiry: Principles and Practice	HR Officials, Enquiry Officers, Presiding Officers, Trade Union Leaders	01	05										3-7				Manoj Jatav
39.	Developing Occupational Safety, Health and Welfare	Officers from Government Establishments, Public and Private Sector Undertakings	01	05							4-8							Ruma Ghosh
40.	Empowering Trade Union Leaders	Plant level trade unions from Government Establishments, Public and Private Sector Undertakings	01	05					16-20									Ramya Ranjan Patel
<b>CAPACITY BUILDING PROGRAMMES (CBP)</b>																		
41.	Labour Issues and New Labour Laws	Centre Trade Union Leaders	01	05									6-10					Manoj Jatav
42.	Gender and Labour Issues	Government Officials, Central Trade Unions Leaders, Researchers and Civil Society representatives.	01	05	12-16													Ellina Samantroy
43.	Wage Policy and Minimum Wages	Officials from State and Central Labour Departments, Representatives from Employers & Workers Organisations and researchers	01	04				19-23										Anoop Satpathy
44.	Migration and Development :Issues and Perspectives	Government Officers, Researchers and Social Partners	01	04											8-11			S.K. Sasikumar
45.	Migration, Skills and Reintegration: Issues and Perspectives	Government Officers, Researchers and Social Partners	01	04				5-8										S.K. Sasikumar
46.	Transitioning from Informality to Formality	Representative of Central Trade Unions and employers' organisation, Officials of state and central labour department, and researchers	01	05									13-17					Anoop Satpathy
47.	Skills and Entrepreneurship Development	Officials Involved with Implementation of Vocational Education and Skill training programmes	01	05											21-25			Anoop Satpathy
48.	Monitoring and Evaluation of Active Labour Market Policies	Government Officials and Researchers, Representative of Central Trade Unions and employers' organisation	01	05							18-22							Anoop Satpathy
49.	Gender Responsive Budgeting	Government Officials, Village heads and Students	01	05			31-4											Shashi Bala
50.	Gender, Poverty and Employment	Government Officials, Civil Society, Employers and CTUOs	01	05				12-16										Shashi Bala
51.	Developing Skill Development Strategies for Women Workers in the Informal Economy	Skill Development Institutes, Trade Union Leaders and NGOs	01	05					23-27									Shashi Bala
52.	Leadership Development Programme	Organisers of Domestic Workers	01	05						13-17								Shashi Bala
53.	Training of Trainers Programme on Gender and Social Security	Government Officials, Employers, Trade Union Activists, NGOs	01	05							25-29							Shashi Bala
54.	Training of Trainers Programme for Rural Educators	Central Trade Unions Leaders & Rural Organizers	01	05	12-16													Ramya Ranjan Patel
55.	Training of Trainers Programme for Rural Educators	Central Trade Unions Leaders & Rural Organizers	01	05							15-19							Shashi Bala
56.	Mainstreaming Gender Issues in the Employment	Government Officials, Researchers, Employers, Trade Union Activists	01	05									6-10					Shashi Bala
57.	Affirmative Policies Pertaining to the Equity And Parity For Enhancing Women Participation In the Labour Market	Officials from Central and State Governments/ UTs, and academicians	01	05										17-21				Shashi Bala
58.	Facilitating Gender Sensitive Environment: A Behavioural Approach	Police officials from States and Uts	01	05									20-24					Shashi Bala
59.	Emerging Perspectives on Gender, Labour Laws and International Labour Standards	Labour Officials, Trade Union Leaders, Researchers and NGOs	01	05					27..		..01							Ellina Samantroy
60.	Orientation Programme on Labour & Globalisation	University Students of Social Science Pursuing Master Degree	01	05	19-23													Otojit Kshetrimayum
61.	Enhancing Competence of Youth Employability Skills	Students from universities, colleges/research institutions	01	05			3-7											Dhanya M.B.
62.	Labour Market Information for Better Implementation of Public Policies	Government Officers and representatives from trade union, employers and civil society organizations and Researchers	01	05											7-11			Dhanya M.B.
63.	Capacity Building Programme on Mathadi Model for Unorganised Workers	Organisations Working for Unorganised Workers	01	05			24-28											Manoj Jatav
64.	Capacity Building Programme for Head Load Workers	Organisations Working for Unorganised Workers	01	05											7-11			Manoj Jatav
65.	Informality, New Forms of Work and Social Protection	State Government Officials and Trade Union Leaders from CTUOs	01	05			10-14											Ruma Ghosh
66.	Gender, Decent Work and Social Protection	State Government, Officials and Trade Union Leaders from CTUOs	01	05				19-23										Ruma Ghosh
67.	Capacity Building Programme for Stake-holders in the Building and Construction Sector	Representatives of various stake-holders associated with Building and Construction Work	01	05	26-30													Sanjay Upadhyaya
68.	Creation of Employment Opportunities: Learning from International Experiences	Government Officials and Researchers	01	05			7-11											Ramya Ranjan Patel
69.	Enhancing Leadership Skills: Safai Karmacharis	Central Trade Union Leaders	01	05					2-6									Ramya Ranjan Patel
70.	Enhancing Leadership Skills of Rural Trade Union Leaders	Central Trade Union Leaders	01	05						13-17								Ramya Ranjan Patel
71.	Capacity Building Programme for Fisheries Workers	Trade Union Leaders/ Organisers of Fishery Workers from CTUOs	01	05							11-15							Ramya Ranjan Patel
72.	Capacity Building Programme for Vulnerable and Marginalized Workers	Vulnerable and Marginalized groups of the society from reserved categories (SC/ST)	01	05								22-26						Ramya Ranjan Patel
73.	New Employment Avenues in Rural Sector	Central Trade Union Leaders from Unorganised Sector	01	05										24-28				Ramya Ranjan Patel

S.No	Title of the Programmes	Target Groups	No. of Prg	No. Of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s
<b>RESEARCH METHODS PROGRAMMES (RMP)</b>			0	0													
74.	Labour Market Analysis for Researchers and Practitioners	Researchers from universities/colleges/research institutions	01	05							25-29						S.K. Sasikumar
75.	Methods in Historical Research on Labour	Researchers from universities/colleges/research institutions	01	05								15-19					S.K. Sasikumar
76.	Research Methods in Labour Studies	University/ College Teachers & Research Scholars	01	12										17-28			Anoop Satpathy
77.	Research Methods in Gender Issues in Labour	University/ College Teachers & Research Scholars	01	12											7-18		Ellina Samantroy
78.	Research Methods on Gender, Poverty and the Informal Economy	University/ College Teachers & Research Scholars	01	05							18-22						Dhanya M.B.
79.	Qualitative Methods in Labour Research	University/College Teachers & Research Scholars	01	12									13-24				Ruma Ghosh
<b>CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)</b>																	
80.	Capacity Building Programme on Rehabilitation of Rescued/Released Bonded Labours	Representatives from NCLPs, SSA, State Rural Livelihood Mission, PRIs, Para Legal Volunteers and Panel Lawyers of SLA & DLSA, Officials State Rural Development and Panchayati Raj Department, Labour Department & WCD, NGOs and Social Workers	01	03	28-30												Helen R. Sekar
81.	Awareness Generation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders	Representatives from Labour Department (Centre and State), Vigilance Committee members, Police (including Anti Human Trafficking Units), Revenue Officials, NCLPs, District Legal Services Authorities (DLSA), NGOs, CWCs, District Task Force, Social Workers	01	03											16-18		Helen R. Sekar
82.	Orientation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders	Representatives from Labour Department (Centre and State), Vigilance Committee members, Police (including Anti Human Trafficking Units), Revenue Officials, District Legal Services Authorities (DLSA), NGOs, CWCs, District Task Force, Social Workers	01	03				28-30									Helen R. Sekar
83.	Sensitization Training on Convergence for Ending Child Labour and Bonded Labour	Labour Department officials, Police and AHTU officials, Revenue Officials, District Administration officials including DMs and SDMs etc, Vigilance Committee members & NGOs	01	03					25-27								Helen R. Sekar
84.	Capacity Building Programme on Addressing Source State Vulnerability of Workers to Distress Migration, Trafficking, Child Labour and Bonded Labour	Labour Department Nodal Officers, DNOs, Members of DTF, Vigilance Committee members, NGO participants, Police officials (including AHTU), SLA and DLSA representatives, representatives from Trade Unions, representatives from WCD, Rural Development Department officials from States & SRLM officials	01	03						1-3							Helen R. Sekar
85.	Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child Labour/Bonded Labour/ Trafficked Labour	District Legal Aid Officers and Para Legal Volunteers	01	03							6-8						Helen R. Sekar
86.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Bonded Labour	Legal Volunteers of SLA and DLSA	01	03												23-25	Helen R. Sekar
87.	Capacity Building Programme on Vulnerable Forms of Labour and Worst Forms of Child Labour	Panel Advocates of State Legal Services Authorities	01	03								24-26					Helen R. Sekar
<b>NORTH-EASTERN STATES PROGRAMMES (NEP)</b>																	
88.	Fundamentals of Labour Codes	Central Trade Union Leaders & NGOs from North-Eastern States	01	05			21-25										Otojit Kshetrimayum
89.	Understanding New Labour Codes and Rules	Central Trade Union Leaders & NGOs from North-Eastern States	01	05					9-13								Sanjay Upadhyaya
90.	Labour Codes: Issues and Perspectives	Central Trade Union Leaders & NGOs from North-Eastern States	01	05								8-12					Sanjay Upadhyaya
91.	Gender Issues in Labour : A Behavioural Approach	Government Officials, Trade Union Leaders and NGOs from North-Eastern States	01	05	5-9												Shashi Bala
92.	Leadership Development Programme	Trade Union Leaders and NGOs from North-Eastern States	01	05				26-30									Shashi Bala
93.	Gender, Work and Social Protection	Government Officials, Central Trade Union Leaders and Civil Societies	01	05			7-11										Ellina Samantroy
94.	Promoting Entrepreneurship through Skill Development	Govt. Officials, Trainers in ITIs, Representatives Trade Unions & NGOs from North-Eastern States	01	05	3-7												Otojit Kshetrimayum
95.	Understanding Labour Market & Employment Opportunities (NICS at VVGNLI)	Govt. Officials, Representatives from Trade union & NGOs from North-Eastern States	01	05				12-16									Otojit Kshetrimayum
96.	Understanding Labour Market & Employment Opportunities (NICS at VVGNLI)	Govt. Officials, Representatives from Trade union & NGOs from North-Eastern States	01	05								13-17					Otojit Kshetrimayum
97.	Development Schemes as an Instrument for Social Protection	Govt. Officials, Representatives from Trade Unions & NGOs from North-Eastern States	01	05									10-14				Otojit Kshetrimayum
98.	Strengthening Awareness on Labour Issues and Laws pertaining to Women workers	Representatives of Trade Unions and NGOs from North Eastern Region	01	05												07-11	Dhanya M.B.
99.	Social Protection and Livelihood Security	Government Officials, Trade Union Leaders and NGOs from North-Eastern States	01	05				19-23									Dhanya M.B.
<b>COLLABORATIVE TRAINING PROGRAMMES (CTP)</b>																	
100.	Fundamentals of Labour Codes (MILS, Mumbai)	Central Trade Union Leaders & NGOs	01	03					18-20								Sanjay Upadhyaya
101.	Fundamentals of Labour Codes (MGLI, Gujarat)	Central Trade Union Leaders & NGOs	01	03								8-10					Sanjay Upadhyaya
102.	Understanding New Labour Codes (SLI, Odisha)	Govt. Officials, CTU Leaders, Researchers, employer's Representatives	01	03				7-9									Ellina Samantroy
103.	Capacity Development Programme on Code on Wages, 2019 (SLI, Odisha)	Officials of state labour departments, trade unions and employers	01	04										1-4			Anoop Satpathy
104.	Capacity Development Programme on Code on Wages, 2019 (SLI, West Bengal)	Officials of state labour departments, trade unions and employers	01	04				6-9									Anoop Satpathy
105.	Capacity Development Programme on Code on Wages, 2019 (MGLI, Gujarat)	Officials of state labour departments, trade unions and employers	01	04					3-6								Anoop Satpathy
106.	Capacity Development Programme on Code on Wages, 2019 (MILS, Mumbai)	Officials of state labour departments, trade unions and employers	01	04						6-9							Anoop Satpathy
107.	Capacity Development Programme on Code on Wages, 2019 (KILE, Kerala)	Officials of state labour departments, trade unions and employers	01	04							11-14						Anoop Satpathy
108.	Capacity Development Programme on Code on Wages, 2019 (KLI, Karnataka)	Officials of state labour departments, trade unions and employers	01	04								15-18					Anoop Satpathy
109.	Emerging Perspectives on Gender, Labour Laws and International Labour Standards (SLI, Odisha)	Labour Officials, Trade Union Activists and NGOs	01	03								21-23					Ellina Samantroy
110.	Gender and Labour Issues (GIDR, Gujarat)	Labour Officials, Trade Union Activists, Researchers and NGOs	01	03												08-10	Ellina Samantroy
111.	Labour & Globalisation (Goa University)	Students of M.A. of Social Science	01	05							25-29						Otojit Kshetrimayum
112.	Labour & Globalisation (Tezpur University, Tezpur)	Students of M.A. of Social Science	01	05		24-28											Otojit Kshetrimayum
113.	Social Protection & Livelihood Security in the North East (IGNTU, Imphal)	Govt. Officials Representatives from Trade Unions, NGOs & Research Scholars	01	05											21-25		Otojit Kshetrimayum
114.	Labour & Globalisation (Maharaja Sayajirao University of Baroda)	Students of M.A. of Social Science	01	05					2-6								Otojit Kshetrimayum
115.	Labour Market Analysis and National Career Service Project (NICS at NICS, Noida)	Government Officials including Employment Officers of North Eastern States	01	05							20-24						Otojit Kshetrimayum
116.	Labour Market Analysis and National Career Service Project (NICS at NICS, Noida)	Government Officials including Employment Officers of North Eastern States	01	05											21-25		Otojit Kshetrimayum
117.	Research Methods on Gender, poverty and the informal economy' (Avinashilingam University)	University/ College Teachers & Research Scholars	01	03	05-07												Dhanya M. B.
118.	Kerala's Lessons, Job Challenges and Strategies (KILE, Kerala)	Government Officials, Researchers, trade union, employers and civil society organizations	01	02								22-23					Dhanya M. B.
119.	Employment Challenges and Strategies in India: Post Covid-19 Scenario (University of Kerala)	Government Officials, Researchers, trade union, employers and civil society organizations	01	02			23-24										Dhanya M. B.
120.	Emerging Labour Market Issues and Strategic Responses (NICS, Noida)	Government Officials, Researchers, trade union, employers and civil society organizations	01	03								24-26					Dhanya M. B.
123.	Research Methods on Labour Market Analysis (Ambedkar University, New Delhi)	University/ College Teachers & Research Scholars	01	03		10-12											Dhanya M. B.
124.	Social Security for Unorganised Workers (SLI, Odisha)	Central Trade Union Leaders and Rural Organisations	01	03									22-24				Manoj Jatav
125.	Empowerment Programme for Beedi Workers (NIRD & PR)	Organisers of Beedi Workers, Representatives of PRIs and Rural Development Functionaries	01	03			16-18										Manoj Jatav
126.	Effects of Extreme Climate Events on Labour: Challenges and Mitigation (CSD, Hyderabad)	Government Officials, Researchers, Central Trade Unions Leaders	01	04						27-30							Manoj Jatav
127.	Social Security for Workers (SLI, West Bengal)	Government Officials and Trade Union Leaders from CTUOs	01	03											1-3		Ruma Ghosh
128.	Research Methods in Labour Studies (MILS, Mumbai)	University/College Teachers & Research Scholars	01	05			14-18										Ruma Ghosh
129.	Enhancing Leadership Skills: Fishery Workers (SLI Odisha)	Trade Union Leaders/ Organisers of Fishery Workers from CTUOs	01	05		17-21											Ramya Ranjan Patel
130.	Strengthening Leadership Skills : Beedi Industry Representatives (SLI Odisha)	Rep. of Trade Union/ Organisers of Beedi Workers from CTUOs	01	05										10-14			Ramya Ranjan Patel
131.	Leadership Development Programme (SLI, West Bengal)	Trade Union Leaders/Activists engaged in Tea Gardens	01	03								27-29					Ramya Ranjan Patel
132.	Creation of Employment Opportunities: Problems and Prospects (GIDR Ahmedabad)	Government Officials and Researchers working on Labour and Employment Issues	01	04										1-4			Ramya Ranjan Patel
			130	592													



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V.V. Giri National Labour Institute is a premier institution involved in research, training, education, publication and consultancy on labour and related issues. Set up in 1974, the Institute is an autonomous body of the Ministry of Labour and Employment, Government of India. It is committed to establishing labour and labour relations as a central feature in the development agenda through:

- Undertaking research studies and training interventions of world class standards;
- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment; and
- Building understanding and partnerships with globally respected institutions involved with labour.



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